

NC CSEFEL PYRAMID MODEL PARTNERSHIP: ACTION/SUSTAINABILITY PLAN

Revision Date: 12/5/08



Vision: To develop and sustain a unified professional development system to address the emotional and social needs of all children 0-5 through the use of the Pyramid Model integrated with other relevant efforts for North Carolina's early care and education workforce.

Team: Members - Norman Allard, Harriette Bailey, Cathy Collie, Lanier DeGrella, Brenda Dennis, Khari Garvin, Patti Kingery, Margaret Mobley, Deborah Nelson, Tasha Owens-Green, M'Lisa Shelden, Gale Wilson / CSEFEL Staff - Barbara Smith, Tweety Yates,

I. Pyramid Model Train the Trainers				
Objectives and Action Steps	Person/organization(s) Responsible	Resources/Policy/Documents Needed	Evaluation	Timelines/Status/Date Completed
<ul style="list-style-type: none"> Plan initial train the trainers events Plan future train the trainers events 	Initial event: Team Future events: ?	Future: <ul style="list-style-type: none"> Staff for training event Master trainers identified 	<ul style="list-style-type: none"> Completion of events 	Completed (initial): Oct 5-6, 2008; Oct 22-23, 2008
<ul style="list-style-type: none"> Evaluations indicate training is valued 	Initial: CSEFEL Staff Future: ?	Future: Staff for training event	<ul style="list-style-type: none"> Evaluations of CSEFEL training 	Completed: Dec 2008 – Evaluations document that training content was highly valued
<ul style="list-style-type: none"> Effectiveness of T-t-T evaluated (trainers train on Pyramid Model and practices, disseminate materials) 	<ul style="list-style-type: none"> Sub-committee (Gale, Tasha) develops data collection form DCD tracks activities of training cadre 	<ul style="list-style-type: none"> Training Cadre Reporting Form System at DCD to distribute tool and receive/analyze data quarterly 	<ul style="list-style-type: none"> Training Cadre Reporting Form 	In-process: <ul style="list-style-type: none"> 12/20/08 draft of form ready for distribution to the team for review 1/1/09 form distributed to Cadre Data collected quarterly beginning Jan 31, 2009
<ul style="list-style-type: none"> Infrastructure developed to sustain train the trainers system: <ol style="list-style-type: none"> 1) Team identifies needed resources 2) Team establishes policies, agreements, etc. as needed 3) Evaluation system developed 4) other 	Partner Agencies		<ul style="list-style-type: none"> Follow-up evaluations re: use of CSEFEL training and materials, barriers and supports for training 	

II. Pyramid Model Coaches

Objectives and Action Steps	Person/organization(s) Responsible	Resources/Policy/Documents Needed	Evaluation	Timelines/Status/Date Completed
<ul style="list-style-type: none"> Determine Coach criteria and initial selection process Determine future selection processes 	Team	Future: <ul style="list-style-type: none"> Consultation/coaching trainers identified Coach cadre identified 	<ul style="list-style-type: none"> Criteria and selection process determined 	Completed (initial): May 2008
<ul style="list-style-type: none"> Coaches provide on-going support to local programs 	DS Coaches		<ul style="list-style-type: none"> Coaching Activities Form 	On-going: Demo sites are receiving support from coaches at least monthly
<ul style="list-style-type: none"> Initial cadre of coaches receive on-going support Future cadre of coaches receive on-going support 	Initial: Tweety/CSEFEL staff Future: ?	Initial: Peer support (Google site) & monthly calls Future: Staff for sustainability of coach support	<ul style="list-style-type: none"> Logs of supports provided to coaches Notes from coach calls 	On-going: Monthly coaches' calls began 12/2/08
<ul style="list-style-type: none"> Evaluation data are collected to measure whether coaches are effective in training on Pyramid Model and practices 		<ul style="list-style-type: none"> Evaluation forms (CSEFEL provides??) Staff for distributing and collecting data 	<ul style="list-style-type: none"> Demo site evaluations of coaching Follow-up evaluations completed by coaches – including questions about barriers and supports to providing coaching Pre-post TPOT to measure fidelity of implementation of Pyramid and practices 	
<ul style="list-style-type: none"> Infrastructure developed to sustain coaching system: <ol style="list-style-type: none"> 1) Team identifies needed resources 2) Team establishes policies, agreements, etc. as needed 3) Evaluation system developed 4) other 	Partner Agencies		<ul style="list-style-type: none"> Follow-up evaluations – including questions about barriers and supports to providing coaching 	

III. Pyramid Model Demonstration Sites				
Objectives and Action Steps	Person/organization(s) Responsible	Resources/Policy/Documents Needed	Evaluation	Timelines/Status/Date Completed
<ul style="list-style-type: none"> Determine selection criteria and initial process Determine future processes 	Initial: Team Future:	Future: Staff for application distribution		Completed: May 2008
<ul style="list-style-type: none"> Sites nominated and interviewed 	Team contacts			Completed: August 2008
<ul style="list-style-type: none"> Sites selected 	Team		Sites selected and agreements to participate signed	Completed: Sept 2008
<ul style="list-style-type: none"> Evaluation data collected to measure whether sites implement Pyramid Model and practices effectively; child outcome data collected 		Staff to coordinate effort	<ul style="list-style-type: none"> TPOT measure of quality and fidelity of implementation of Pyramid Model and practices on 4-month intervals Observation by Coaches Stress and support survey of coaches Child measures include SSIS, ASQ:SE (IT site) Families – depends on program priorities 	On-going: <ul style="list-style-type: none"> Nov 2008, coaches began observing classroom practices, Dec 2008: began pre-TPOT assessments Jan 2008: SSIS or ASQ:SE will be completed by demo site staff
<ul style="list-style-type: none"> Infrastructure developed to sustain a demonstration system: <ol style="list-style-type: none"> 1) Team identifies needed resources 2) Team establishes policies, agreements, etc. as needed 3) Evaluation system developed 4) other 				

IV. Overall Infrastructure and Sustainability				
Objectives and Action Steps	Person/organization(s) Responsible	Resources/Policy/Documents Needed	Evaluation	Timelines/Status/Date Completed
<ul style="list-style-type: none"> Members of planning team confirmed 	Team		<ul style="list-style-type: none"> Meeting minutes 	Completed: March 2008
<ul style="list-style-type: none"> Meetings are effectively facilitated and progress is made toward team's goals. 	Team		<ul style="list-style-type: none"> Meeting evaluations 	On-going: From 3/08-12/08 combined meeting evaluations (scale of 1-5) document effective facilitation (4.6) and progress toward goals (4.5)
<ul style="list-style-type: none"> Team develops vision statement 	Team		<ul style="list-style-type: none"> Meeting minutes 	Completed: May 2008
<ul style="list-style-type: none"> Team develops sustainability plans 	<ul style="list-style-type: none"> Sub-committee (Lanier, Patti, Harriette, Deborah) develops draft of partner agency document Team reviews & finalizes document Team creates sustainability plan with input/guidance from agency leadership. 	Need input/guidance from partner agency leadership	<ul style="list-style-type: none"> Sustainability plans 	In Process December 2008 <ul style="list-style-type: none"> Developed partnership outputs/outcomes; Developed document for partnership agency leadership re sustainability Created list of possible sustainability activities January 2009: Distribute document to partner agency heads
<ul style="list-style-type: none"> Team develops objectives 		Need input/guidance from partner agency leadership	<ul style="list-style-type: none"> Meeting minutes 	
<ul style="list-style-type: none"> Team establishes policies, agreements, etc. as needed, including administrative "home(s)" 			<ul style="list-style-type: none"> Letters of commitment of partner agencies secured "Administrative home(s)" for initiative established Meeting ground rules determined Other? 	<ul style="list-style-type: none"> ?? Completed: DCD is current administrative home Revised: Meeting ground rules revised 12/08
<ul style="list-style-type: none"> Team identifies needed resources 		Need input/guidance from partner agency leadership	<ul style="list-style-type: none"> Sustainability plan (e.g., policies, resources) 	
<ul style="list-style-type: none"> Team implements sustainability plans 		Need input/guidance from partner agency leadership	<ul style="list-style-type: none"> Implementation of Sustainability Plans (progress toward meeting action goals/objectives; products such as policies, interagency agreements, etc.) 	
<ul style="list-style-type: none"> Evaluation data collected to indicate whether NC professional development systems include Pyramid Model; tracks outcomes of system 			<ul style="list-style-type: none"> Institutionalizing the pyramid into professional development (e.g., integrating practices into certification competencies, integrating into higher education programs) 	