

# 2023 Annual Report



New York State  
Pyramid Model



Council on Children  
and Families

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**New York State**  
Pyramid Model



**Council on Children  
and Families**



# Transforming Early Childhood Programs

The Pyramid Model has transformed early childhood programs by fostering inclusive learning environments where all children can thrive. Through targeted professional development, staff gain the skills and strategies needed to support children with diverse needs, reducing suspensions and expulsions due to challenging behaviors. Teachers, coaches, and administrators collaborate using data-driven decision-making to tailor classroom practices, guide professional development, and strengthen family partnerships. This comprehensive approach builds trust, promotes positive social-emotional development, and sustains long-term program success through a shared commitment to equity and continuous improvement.



# State Leadership Team Message

The New York State Leadership Team (SLT) celebrates the increased growth and work towards sustaining the implementation of the Pyramid Model framework. We also extend our gratitude to each and every individual who works with and on behalf of young children to help create environments where young children thrive, by creating a culture of inclusivity, empathy, and growth that lays the foundation for brighter futures.

We are thrilled to share the remarkable strides we've made since starting to implement the Pyramid Model in 2015. Our collective efforts have both transformed early childhood education and positively impacted the lives of children and families across our state.

Here's to the incredible journey behind us and the boundless opportunities ahead.

With gratitude and anticipation,

*Pyramid Model State Leadership Team*



*Pictured from left: Deb Fitzgerald, Patty Persell, Karen Dwyer, Stephanie Woodard, Debbie McGuire, Dona Anderson, Joy Connolly, Sheridan Provemba, Abbe Hahn.*



# State Leadership Team Members

Dona Anderson  
City University of New York Professional  
Development Institute Higher Education,  
QUALITYstarsNY, Aspire Workforce Registry,  
Professional Development, Career Centers &  
Early Childhood Advisory Council

Joy Connolly  
NYS Office of Children and Family Services  
Division of Child Care Services  
Child Care and Development Block Grant  
(CCDBG) Program

Karen Dwyer  
NYS Department of Health  
Early Intervention Program (Part C of IDEA)

Abbe Hahn  
Early Care and Learning Council  
Supporting and representing Child Care  
Resource Centers (CCRC)

Debbie McGuire  
State University of New York, Professional  
Development Program  
Early Childhood Training, Early Childhood  
Scholarship Program

Patty Persell  
NYS Council on Children and Families (CCF)  
& Early Childhood Advisory Council

Jorge Saenz De Viteri  
Administration for Children and Families'  
Office of Head Start Region II  
Regional Training and Technical Assistance  
(TTA) Team

Lori Smart  
NYS Education Department, Office of Early  
Learning Prekindergarten

## State Leadership Team Support

Deb Fitzgerald  
NYAEYC

Avril Mills  
New York Association for the Education of  
Young Children (NYAEYC)

Sheridan Povemba  
NYAEYC

Ian Suleski  
NYS CCF

Stephanie Woodard  
NYS CCF



*Pictured from left: Patty Persell, Tucker Turtle  
and Tracy Lyman*

# New York State Pyramid Model Implementation

## Overview

The Pyramid Model is a multi-level system of support to enhance social and emotional development in infants, toddlers, and young children. It offers evidence-based strategies for families and professionals to support optimal social and emotional development and prevent challenging behaviors.

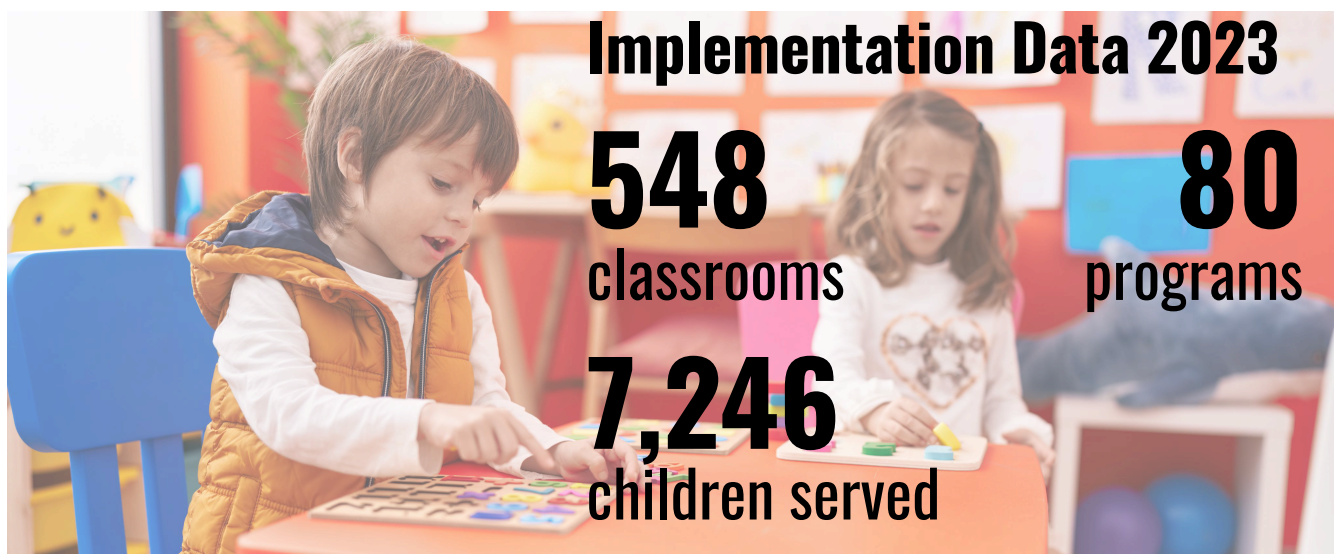
Key outcomes of program-wide implementation of the Pyramid Model in New York State:

- Build program capacity to equitably meet the needs of ALL children and families
- Support the adults who support children
- Reduce suspensions and expulsions of young children
- Promote family engagement
- Use data-informed decision-making and intervention monitoring for program level and community level Leadership Teams
- Integrate early childhood best practices with

infant mental health consultation

- Foster inclusive options for young children with and at risk of developmental disabilities

CCF leads the statewide implementation of the Pyramid Model, with guidance from the Pyramid Model Statewide Leadership Team, led by CCF and composed of cross-sector experts in the early childhood field, and the Pyramid Model Consortium (PMC) providing technical assistance. Regional Coordinators work with Master Cadre (trainers, coaches, reliable observers, and implementation coaches) in all modalities (child care centers, family child care, school districts, Head Start and Early Head Start, and preschool special education programs). Data on implementation is collected and recorded in PIDS by each program at the program, classroom, and child level (see 2023 highlights below). Aggregate data is then analyzed at the regional and state levels for planning and future supports.





## Implementation Structure

CCF established an implementation structure to guide statewide Pyramid Model implementation with fidelity and support the SLT's leadership. A strong partnership between CCF, the SLT, and Pyramid Model staff fosters continued growth and sustainability of the initiative. At the state level, the SLT oversees all Pyramid Model implementation efforts in New York, meeting monthly to stay updated on program developments and strategic goals. Members from CCF, NYAEYC, and PMC form the implementation team, which supports the SLT by facilitating meetings, ensuring accountability, and advancing Pyramid Model initiatives. This team also coordinates the Pyramid Model network of Master Cadre, consisting of trainers, coaches, and observers who provide direct support to child care centers, family child care, and group child care programs statewide.

- NYS Council on Children and Families (CCF): CCF member agencies comprised of 12 commissioners and directors of New York State's health, education, and human services agencies. As a convener, innovator, and change agent among these child-serving state agencies, CCF is charged with addressing cross-systems issues and providing recommendations to the New York State Executive Chamber to improve outcomes for all New York children and families. Pyramid Model implementation is led by CCF to ensure early care and education programs have access to this framework, which supports the social and

## Quotes from the field...

*"Pyramid Model has completely transformed our program. It has equipped our teachers with the knowledge they need to help all children find success. In the past, we would have had to expel children with challenging behaviors because we only had a limited number of staff who had the capacity to 'handle' these behaviors. Now, all of our staff are able to teach and implement the strategies that help all these children find success." ~ Program Administrator*

emotional development and challenges children may experience and includes the families and the workforce supporting the children.

- Pyramid Model Consortium (PMC) Technical Assistance: PMC, a national organization, supports NY SLT and provides technical assistance to ensure implementation to fidelity.
- New York Association for the Education of Young Children (NYAEYC): NYAEYC supports statewide Pyramid Model implementation on a subcontract with PMC. Pyramid Model Coordinators at NYAEYC work in partnership with the Master Cadre, Regional Coordinators, Pyramid Model Hubs (during the transition), and other state partners to ensure that the Pyramid Model is being implemented to fidelity.

# From Hubs to Regional Coordinators

Five Regional Pyramid Model Hubs, hosted by Child Care and Referral (CCR&R) agencies, were piloted to increase local coordination of services to support the early childhood community and to ensure parent voices were heard. The Hubs were created to recruit and teach professionals who care for young children in vulnerable communities about foundational social and emotional skills, and to support the formation of Community-Wide Leadership Teams to recruit and support programs across the mixed delivery system in these communities to implement the Pyramid Model. This pilot was funded by the New York State Preschool Development Birth through Five grant.

The Pyramid Model Hubs were replaced by Regional Coordinators, because the Hubs were limited in their ability to increase the numbers of implementing programs in their



## Quotes from the field...

*As an infant/toddler teacher turned Internal Coach turned Director, I feel like I'm able to give classroom teachers the tools, skills, resources, and support that I desperately needed but didn't know how to ask for when I was in the classroom.*

regions and continue the growth of the Pyramid Model. The five new Regional Coordinators were selected from among the Master Cadre who applied for this position.

Between June and December 2023, the Pyramid Model Implementation Team began to transition the responsibility of the Pyramid Model Hubs to the five part-time Regional Coordinators. This allowed the Regional Coordinators to assume the role of supporting the Community-Wide Leadership Teams created by the Hubs. During the transition, the Regional Coordinators were tasked with building relationships with CCR&Rs, Master Cadre, and existing implementing programs in their region, along with planning for continued outreach and expansion. The CCR&Rs remain active members of their Pyramid Model Community-Wide leadership teams in their regions.



# Pyramid Model Roadmap Series

## Overview

Feedback from early childhood programs and Pyramid Model implementation coaches indicated there was considerable difficulty understanding and participating in the program-wide implementation process. Primary obstacles included the inability of programs to commit to in-person attendance of four key decision-makers at the required two-day Kick-Off event and the infrequency of offering the Kick-Off event (generally, only once or twice per year). To help address this problem, virtual sessions were offered during and after the COVID-19 pandemic, but barriers to participation persisted. In response, the 2023 Roadmap to Implementation (Roadmap) was developed to onboard interested programs.

The Roadmap consists of four separate short sessions and allows for participation on a flexible schedule that fits individual program's needs. Online and in-person sessions were offered on demand, and also on an annual training calendar that any early childhood educator could register for to learn more about implementation. As a result of the flexibility enabled by the new Roadmap there was an increase in the number of programs interested and able to become implementing programs (see 2023 Roadmap Series).

## Quotes from the field...

*So proud that the team is excited and committed to do this work and that we have an infrastructure that is ready to sustain its impact.” ~ Program Administrator*



**37**  
sessions

**519**  
participants

**2023 Roadmap Series**

# Updated Training Modules

Based on feedback from Master Cadre trainers, past training participants, the SLT and with support from the Pyramid Model Consortium revisions to the Pyramid Model modules were made to achieve the following goals:

- **Highlight the alignment of the Pyramid Model Framework and New York State foundational early learning documents**, specifically the NYS Early Learning Guidelines and the NYS Core Body of Knowledge, to help educators see Pyramid Model as not just “another thing to do” but as foundational to other work that they may already be doing.
- **Restructure the modules**, by dividing them into shorter sessions focused on specific elements of the framework, providing participants with more time between

modules to absorb and reflect on the content and strategies provided.

- Provide a **universal starting point** for all participants.
- **Incorporate the updated content** released by the National Center for Pyramid Model Innovation in April of 2023.

The Master Cadre trainers received the following training:

- New Pyramid Module content
- Presentation strategies related to the training of trainers (TOT)
- Practice-Based Coaching
- Teaching Pyramid Observation Tool (TPOT) and Teaching Pyramid Infant-Toddler Observation Scale (TPITOS) reliability
- Program Implementation Coaching.

*Image: Implementing programs receive books and activity guides that support the development of social and emotional skills and vocabulary.*





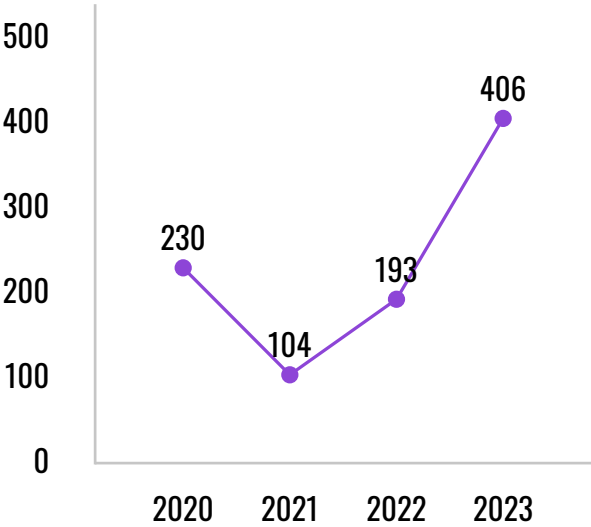
### Master Cadre Expansion

Master Cadre continue to provide Pyramid Module training, coaching, and fidelity observations throughout New York State. In 2023, with 57 new Master Cadre, the total number of Master Cadre grew to 96 and the number of multilingual trainers increased from 3 to 17 trainers.

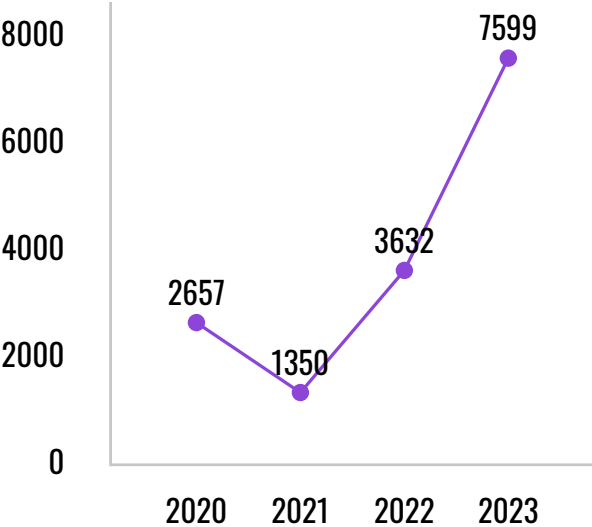
### Module Offerings in Additional Languages

Master Cadre trainers are preparing to deliver training in the following languages: Hebrew, Hindi, Punjabi, Russian, Spanish, Tagalog, and Ukrainian. With this significant growth in Master Cadre, the number of training modules offered and the number of participants able to access training dramatically increased as well.

Count of Pyramid Model Administered Trainings



Count of Pyramid Model Training Participants



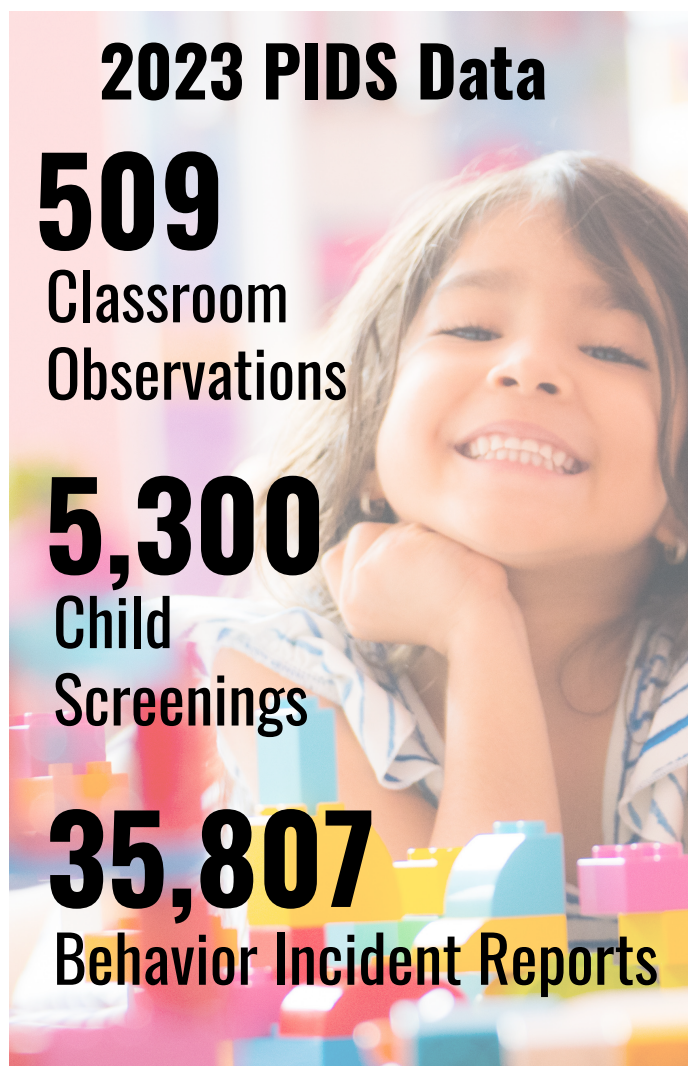
# Pyramid Model Implementation Data System

## Overview

In 2019, the New York State Pyramid Model Implementation Data System (PIDS) was created by CCF to be the centralized reporting system for all Pyramid Model data in New York. PIDS is a secure, cloud-based application which provides programs implementing the Pyramid Model access to enter data into electronic forms used in the Pyramid Model implementation. Each program has a Data Collector(s) who enters directly into PIDS.

The SLT Data Work Group uses PIDS data to analyze the progress and direction of Pyramid Model implementation in NY.

Data on Pyramid Model implementation is collected at the child, classroom/FCC, program/school, and community level. PIDS provides a streamlined method to record and analyze data to plan and improve at the program level (including assessing the effectiveness of current child supportive strategies and the practices that teachers and caregivers are using to support children's social and emotional well-being), and to identify professional development gaps at the community, regional, and state level, and advise on the development of targeted resources at the state level. PIDS also allows



for aggregate data about Statewide Implementation to be collected to demonstrate the effectiveness of the Pyramid Model, which helps the state continue to obtain funding to support implementing programs with training, coaching and materials See PIDS data above.

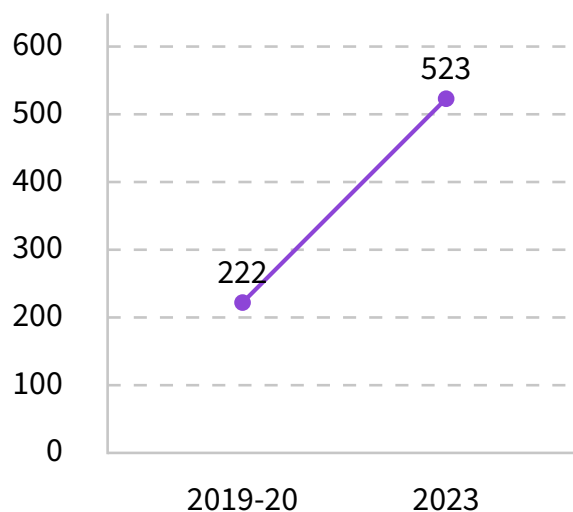


## Aspire Registry to PIDS Application Interface

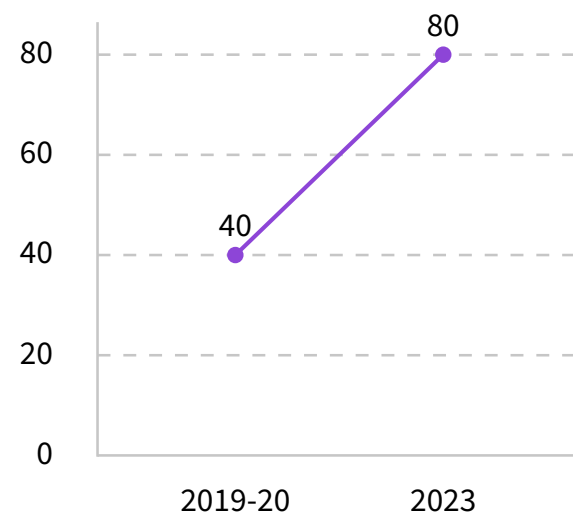
In 2020, a link (an Application Programming Interface (API)) between the New York State Aspire Registry (New York's early childhood professional development registry) and PIDS was tested and activated to automatically connect the Pyramid Model trainings entered in Aspire to the early care and education providers' PIDS accounts. This allows data collectors, coaches, and observers to verify all their Pyramid Model training (including the Teaching Pyramid Observation Tool (TPOT), Teaching Pyramid Infant-Toddler Observation Scale (TPITOS), and Practice Based Coaching trainings) without state administrator involvement.

Data helps with decision making at the program, community-wide, and state levels. On the next page you'll find the TPOT/TPITOS scores comparing data from the initial year of program implementation to the last two years (2022-2023). The graphs show increases in both TPOT and TPITOS key practices as programs continue their implementation toward fidelity. The SLT and program leadership teams use this data to determine program-wide/state-wide trends for classrooms implementing the Pyramid Model framework, and to identify areas of strength and in need of focus. The Red Flags identify areas in need of additional supports, such as coaching. Each year the number of Red Flags has decreased.

## PIDS Users Increase

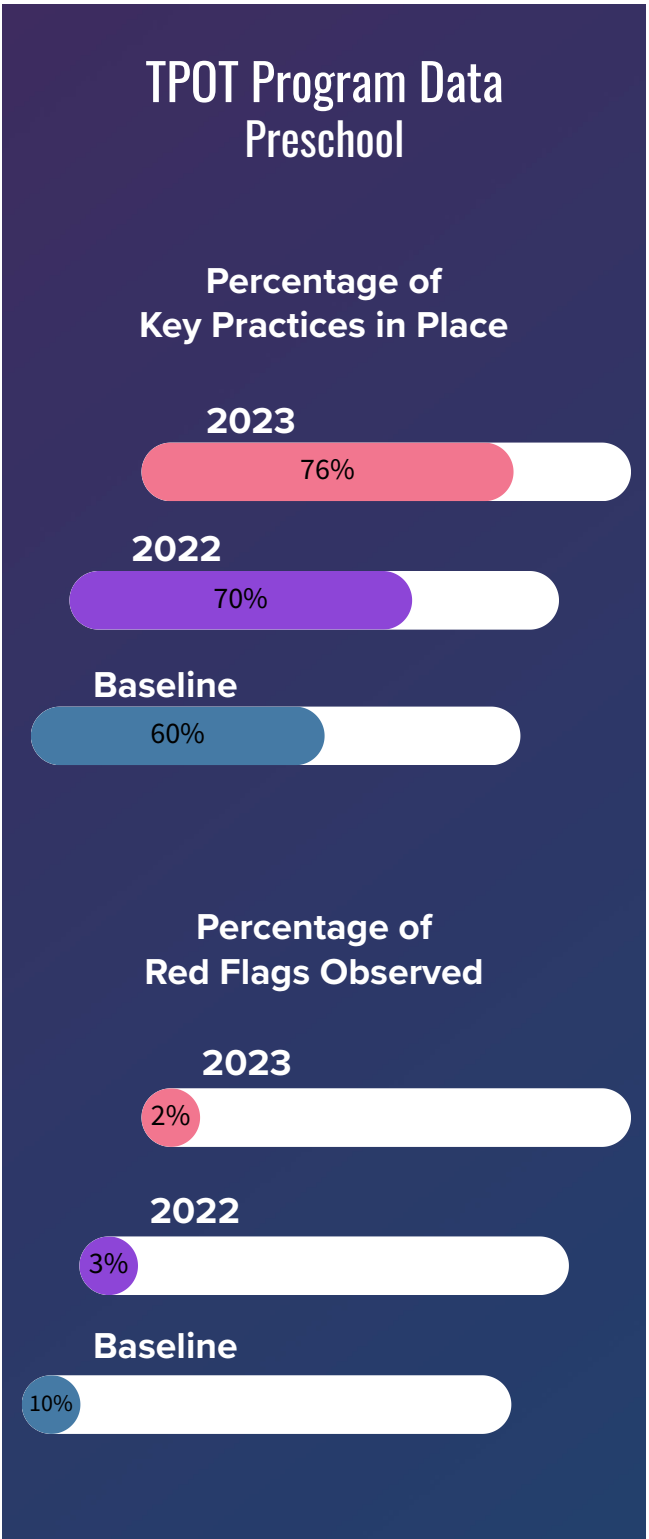
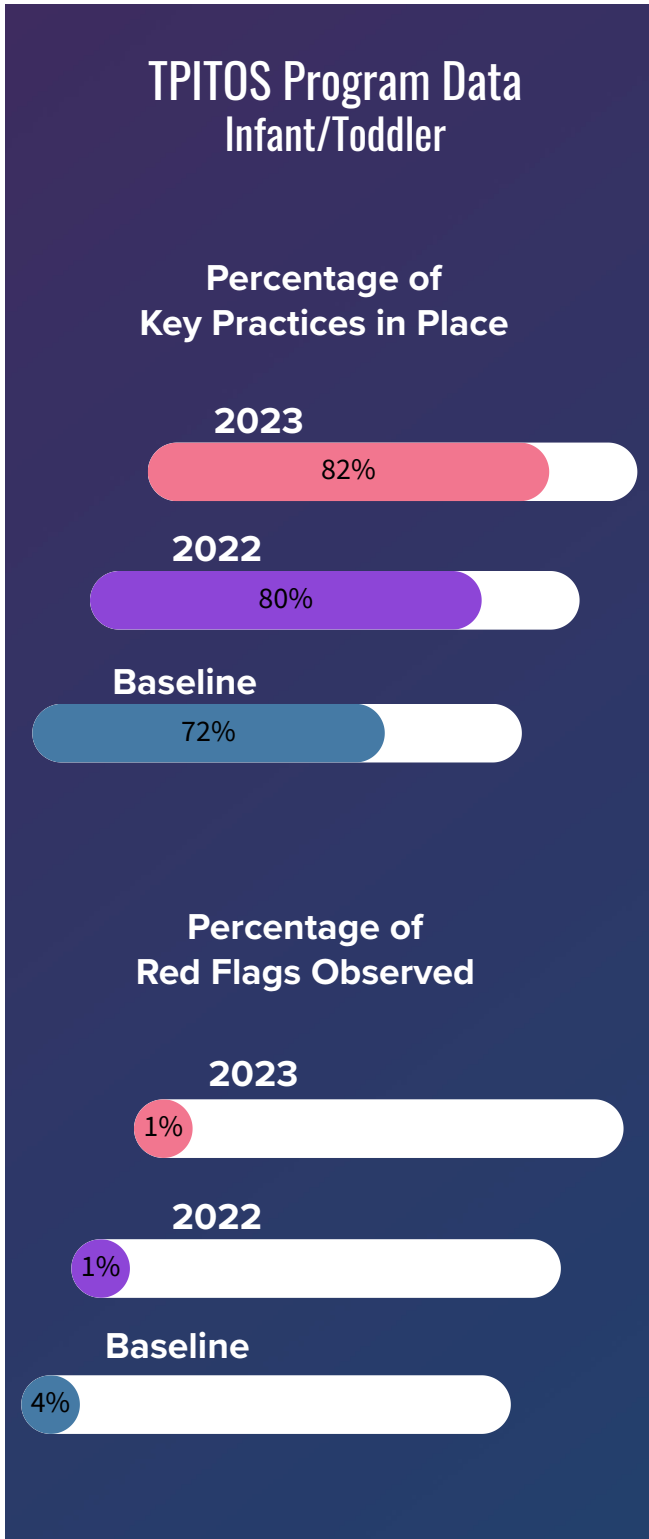


## Programs Increase



TPOT/TPITOS scores comparing data from baseline year of implementation to 2022 and 2023

The sliders below in the columns below show improvement in the percentage of key Pyramid Model practices in place from the baseline year of implementation, as well as decreases in the percentage of "red flags" observed during TPOT and TPITOS observations.



# PIDS Expands Nationally

## Tracking & Analyzing Suspensions & Expulsions:

With the implementation of PIDS, New York State started using the Behavior Incidents Reports (BIR) and Discharge Reasons to measure the rate of suspensions and expulsions in implementing programs. The NY SLT Data Work Group identified the following behaviors that most frequently result in a suspension or expulsion: severe physical aggression towards other children, excessive disrespectful behavior towards other children, severe physical aggression towards staff, severe physical aggression towards self, property damage, excessive yelling or screaming, excessive disrespectful or defiant behavior towards staff, difficulty sitting quietly. When the BIR and Discharge Reasons data are

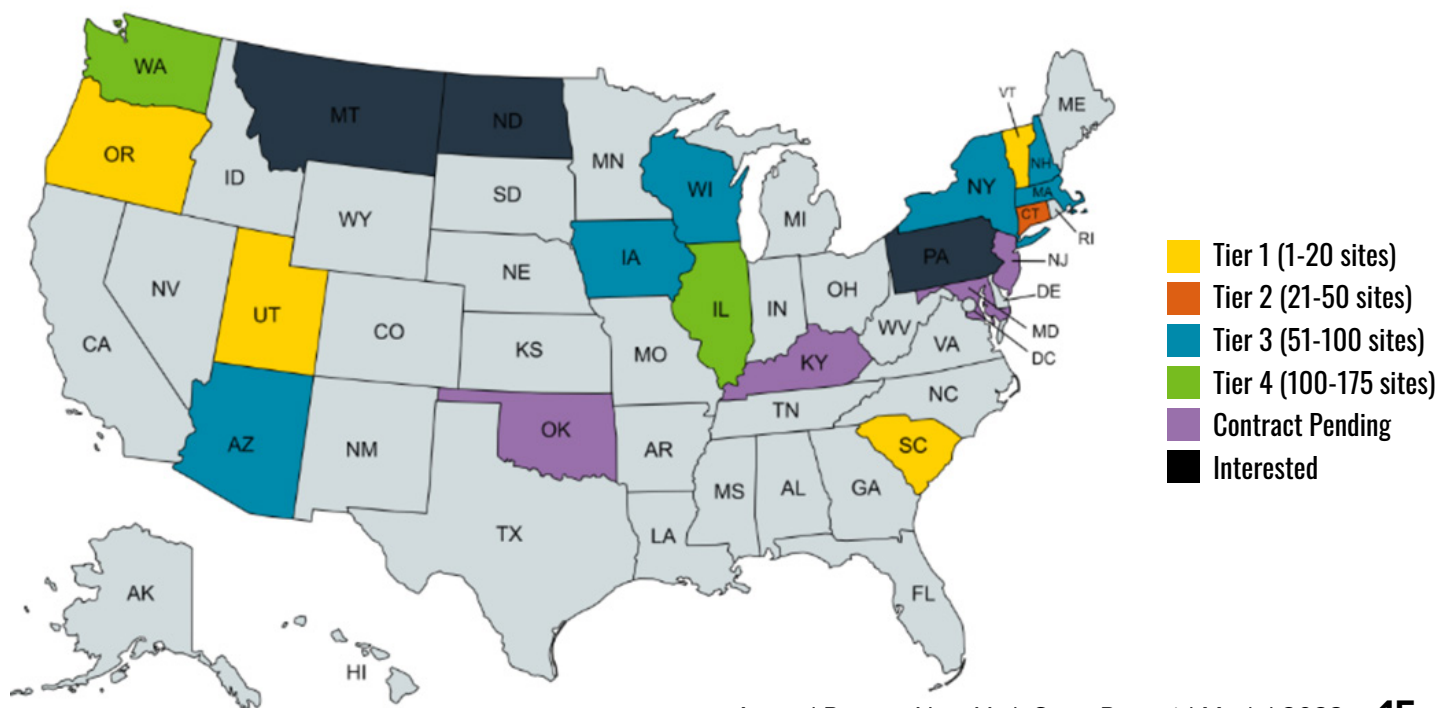
## Quotes from the field...

*We use the data to help us make program-wide decisions for professional development, for staff support, and for student support services.” ~ Head Start Education Manager*

used together, it provides a good indication of the reason for the suspension or expulsion.

Moving forward, one method of measuring suspensions and expulsions being considered is to annually assess the number of suspensions and expulsions per 100 children participating in Pyramid Model implementing programs in New York.

New York State created PIDS in 2019, as of 2023, it is used by 13 states in the country with 7 additional states showing interest.





# Pyramid Model Events



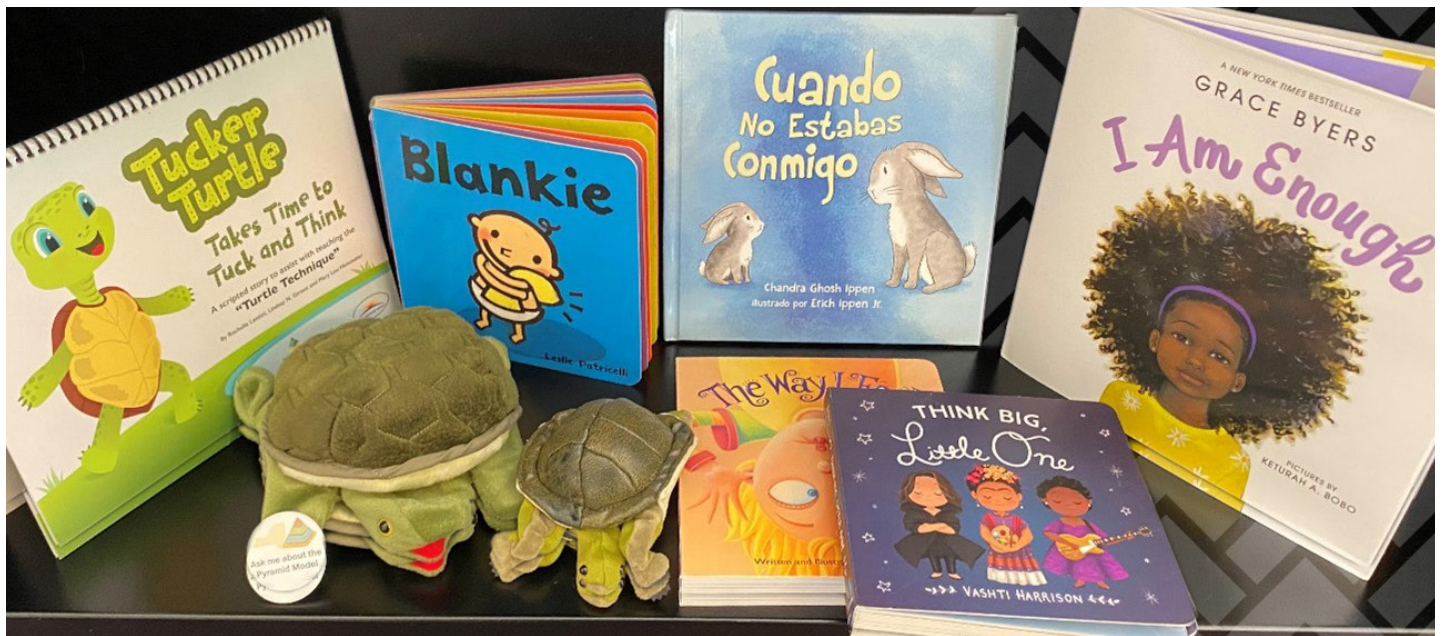
Our 2023 NYS Pyramid Model Summit and Master Cadre Professional Development Day was held at the NY Association for the Education for Young Children Pre-conference event. The keynote speaker was Dr. Rosemarie Allen, CEO of the Institute for Racial Equity and Excellence. Dr. Allen centered her

discussion on equity within the Pyramid Model Framework. NYAEYC 2023 featured 7 Pyramid Model workshops.

Statewide Pyramid Model Summits were held in the Capital District and North Country, Long Island and Mid-Hudson Regions.

# Pyramid Model Pilot for Teenage Parents

CCF partnered with New York State Office of Children and Family Services' Division of Juvenile Justice and Opportunities for Youth (DDJOY) to conduct a small pilot to bring elements of the Positive Solutions for Families (POS) series to youth parents who are placed in juvenile justice facilities operated by OCFS. The focus of this pilot was to help these youth develop relationships with their children and to introduce information about early child development and behavior expectations. Based on the success of this pilot, more sessions will be offered in 2024.



*Image: Books and puppets are given to each DDJOY participating site. In addition, Pyramid Model kits were mailed to young children at home. When parents had visits via Zoom or in person, the puppets and stories provided an easy point of connection with their children.*

## Looking Ahead

2023 was a year of significant growth and expansion of the Pyramid Model in New York. Looking ahead, New York is excited to continue to further expand and strengthen the implementation of the Pyramid Model within more early childhood settings across the mixed delivery system to best support the social and

emotional development of young children and the skills of their caregivers. To learn more about the Pyramid Model please visit [www.nyspyramidmodel.org](http://www.nyspyramidmodel.org).





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