



HEALTHY *child*
care COLORADO



**Pyramid Network Hub
Impact Report | 2023**

Table of Contents

- 01 Healthy Child Care Colorado
- 02 Pyramid Network Hub Foundations
- 03 2022 - 2023 Action Plan
- 04 Leadership Structure
- 05 Support & Engagement
- 06 Learning & Implementation
- 08 Leadership & Advocacy
- 09 Recognition of Partners

This Impact Report is a testament to the ongoing dedication and hard work of Healthy Child Care Colorado (HCCC) and its partners. We hope this report informs and inspires you in your work to support the well-being of children, families, and programs.



Mission Strategies

Serve as an effective NETWORK HUB for consultative roles

- Facilitate Communities of Practice and connections between roles
- Develop and offer professional development
- Provide technical assistance and develop responsive resources, materials, and tools
- Support professional standards and implementation models
- Cultivate and administer workforce development efforts
- Mobilize pathways to engage and develop leaders

Support QUALITY INITIATIVES for early childhood professionals and programs

- Develop and offer professional development
- Provide technical assistance
- Administer recognition
- Conduct observation and assessments
- Create responsive programs, services, tools, and resources
- Administer grants and scholarships

ADVOCATE for strong systems, standards, and services that contribute to a united and comprehensive approach to early childhood

- Create and elevate pathways for diverse voices to gain awareness and contribute their expertise
- Promote opportunities for capacity building, whole person health, and comprehensive services
- Co-create and advance innovative solutions and strategic priorities rooted in community voices and promising and proven practices
- Catalyze cooperation and promote unity between health and early childhood practitioners and stakeholders
- Be a voice and bridge for the consultative roles and early childhood workforces at local, state, and national levels

We serve as a **Network Hub** for Child Care Health Consultants, Early Childhood Mental Health Consultants, and Pyramid Model Practitioners. We support these networks by focusing on strengthening connections, providing resources, shaping policies, and promoting practices to ensure high-quality consultation, enabling children, families, and programs to thrive.



**Child Care Health
Consultants**



**Early Childhood Mental
Health Consultants**



**Pyramid Model
Practitioners**

Since 2020, we have worked diligently to ensure a smooth transition from the Pyramid Plus Center at the University of Colorado Denver to the Pyramid Network Hub at HCCC. During the first 18 months, we worked closely with a cross-sector Transition Team and provided numerous opportunities to collect input and feedback from Pyramid practitioners at all levels. This information was crucial as we co-created the Pyramid Network Hub's purpose, guiding principles, desired outcomes, leadership structure, core functions, and action plan. We remain committed to facilitating the Pyramid Network Hub as Colorado's early childhood system evolves into the future.

Pyramid Network Hub Foundations

Purpose

Support the social-emotional development and inclusion of all children ages birth through five by promoting and expanding evidence-based Pyramid Model practices.

Guiding Principles

- Focus on promotion and implementation of evidence-based practices and data-informed decisions that lead to fidelity of the model.
- Recognize connections, relationships, and partnerships as central to Pyramid efforts, emphasizing alignment and innovation between stakeholders at local, state, and national levels.
- Ensure a lens of diversity, equity, and inclusion are at the center of our efforts, recognizing privilege and access to power, working to create inclusive systems and programs and dismantle a history of oppression.
- Ensure responsible planning, co-creation, and stewardship of resources.

Desired Results



High-fidelity use of the Pyramid Model has increased across the state.



Pyramid infrastructure is strong and supportive of communities and programs.



Pyramid practitioners are prepared, supported, and motivated to improve their social and emotional and inclusion policies and practices.



Pyramid Model is part of a comprehensive Preschool to 3rd grade approach.



2022 - 2023 Action Plan

Core Functions

Activities

Support & Engagement

Promote Pyramid-related work through communications and tools

- Provide opportunities for input and ensure timely communication about relevant updates, evidence-based and promising practices
- Provide various tools and templates to promote Pyramid-related services
- Maintain the online Pyramid Hub content, functionality, and encourage engagement

Conduct outreach and provide engagement opportunities

- Build general awareness of the impact of Pyramid Model implementation
- Conduct outreach efforts to be responsive to local needs and interests to build awareness, participation, and connection
- Create awareness and connections with other consultative and coaching roles

Catalyze sharing of innovative, local solutions

- Create a culture of sharing and co-creating innovative solutions for initiating and strengthening implementation in local communities and programs
- Foster and maintain positive peer relationships

Learning & Implementation

Develop an evaluation plan aligned with desired results

- Implement an updated comprehensive data and evaluation plan
- Support local, state, and national data and evaluation efforts
- Promote the utilization of data-informed decision making

Ongoing learning knowledge and skill acquisition

- Offer ongoing technical assistance and professional development
- Develop Colorado Pyramid Model refresher training sessions to support ongoing practice and implementation
- Convene Facilitator Communities of Practice

Provide services to support high quality, ongoing implementation

- Develop and guide transition from Pyramid Plus Approach to Colorado Pyramid Modules
- Develop Program-Wide Memorandum of Understanding for Model Programs
- Develop Community-Level implementation expectations and supports
- Develop and administer training and implementation support grants

Administer the Pyramid Facilitator Certification

- Promote and deliver Facilitator Certification annually through cohort model
- Design and launch Facilitator Continuation processes and evaluation
- Create Support Advisor Manual

Leadership & Advocacy

Build an active and collaborative leadership structure

- Facilitate a State Leadership Team that includes policy/systems and implementation/practice perspectives
- Convene four workgroups to inform and guide the Network Hub

Pursue greater systems integration and workforce development

- Partner to create alignment within early childhood systems and related initiatives in Colorado
- Be an advocate for improving and expanding professional development qualification pathways

Elevate voices to advocate for local needs, best practices, state systems, and national models for social and emotional well-being

- Empower the Network to engage in policy and advocacy opportunities
- Catalyze a movement for innovation and sustainability
- Develop champions with leadership skills, deep expertise, and passion
- Advocate for expansion and sustainable funding for state, community, and program level structures
- Represent Colorado's model for Pyramid work at the state and national levels
- Ensure alignment with state systems to incentivize participation

Leadership Structure

Our collaborative leadership structure provides insight, context, expertise, and guidance on matters of programming, strategy, advocacy, funding, sustainability, and systems alignment. We prioritize ensuring a balance of systems and policy as well as implementation and practice perspectives. Our aim is to ensure Pyramid-related efforts maintain relevance, meaning, and utility in local, state, and national contexts.

State Leadership Team

This cross-sector team was relaunched in 2022 and is committed to ensuring our Pyramid Network Hub has strong foundations, action plans, and a leadership structure that supports implementation, expansion, and sustainability of the Pyramid Model at all levels.

Positive Solutions for Families Workgroup

This time-limited, grassroots workgroup leads the effort to bring the 7-hour Positive Solutions for Families training to our state by ensuring appropriate processes, criteria, communications, and systems alignment are in place. The members bring their passion, knowledge, expertise, and lived experience to the effort to reach a broader audience with Pyramid Model practices.

Professional Development Workgroup

Active since 2021, this workgroup provides expertise and guidance for the following projects: Colorado Pyramid Summit, Pyramid Facilitator Certification, retirement of the Pyramid Plus Approach, and adoption of the nationally aligned Colorado Pyramid Model Training. This includes deep focus on content, evaluation, continuous quality improvement, communications, as well as systems integration and alignment efforts.

Evaluation & Impact Workgroup*

Consider and guide adaptations to data collection requirements, processes, and procedures at all levels of implementation. A major goal is to ensure critical data is shared with the Pyramid Network Hub so it can inform ongoing efforts related to demonstrated impact, continuous improvements, will-building, advocacy, and sustainability.

Implementation Workgroup*

Build and define strategies and pathways to support the evolution of implementation and continuous quality improvement of Pyramid practices, policies, and procedures. There will be focused efforts on the individual professional, program-wide, and community-wide levels.



*Anticipated launch in late 2024

Support & Engagement

We support practitioners to understand their role and the broader landscape, connect with their peers, provide tools, and share timely and relevant information.



3,111

Technical Assistance Requests

9 Awareness Building presentations provided to

339 Professionals & Stakeholders



584

Newsletter Subscribers

310.5 hours

contributed by

43
Volunteers



58

Resource Center Members



316

Pyramid Pointers Text Subscribers



Colorado's 1st Annual Pyramid Model Champion Award

The Pyramid Model has been utilized throughout Colorado for over two decades, and many champions at the program, community, and state levels are engaging in critical work to strengthen early childhood social and emotional learning. This new award recognizes an individual or organization who has demonstrated strong knowledge of and commitment to implementing and expanding the Pyramid Model in Colorado. The nomination is open each year from July to August, and the award is presented at the annual Pyramid Summit & Reception each October.



Patricia Matus-Amat
Early Childhood Faculty
Denver Community College
& Pyramid Facilitator

Patricia is a tremendous champion of early childhood and Pyramid, understanding and prioritizing the need for accessibility to Pyramid content and resources for all. She currently offers training to Spanish first language speakers and she provides training to refugee and immigrant populations, utilizing interpretation services to reach beyond English and Spanish. There is strong evidence of her passion and commitment to the early childhood field and Pyramid Model implementation, as well as systems change related to language justice and equity in Colorado.

Pyramid Facilitator Certification

53

Certified Facilitators across 17 counties



20

participants received full \$6,000 scholarships through American Rescue Plan Act (ARPA) funding

33

participants received partial \$4,000 scholarships through grant funding from the Buell Foundation

“

My experience with Pyramid Facilitator Certification has transformed my professional life and deeply enriched my passion for early childhood education. It's a journey that continuously inspires me and reminds me of the importance of growth, while reinforcing my commitment to improving our educational practices and the lives of the children we serve.

- Bobette, Pyramid Facilitator

Professional Development Offerings

63

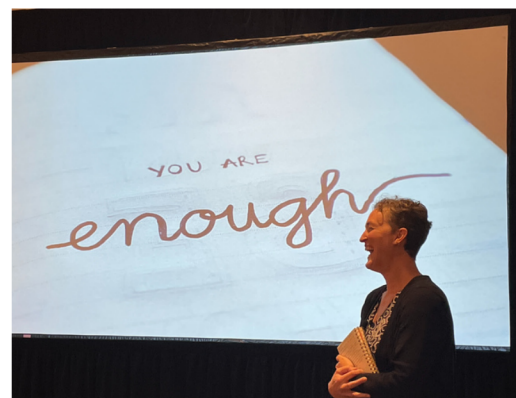


Reliable Observers

55



Reliable Observers



Colorado's 1st Annual Pyramid Summit



103

Attendees

Learning & Implementation

We guide the ongoing learning and knowledge acquisition of the network to ensure high-quality and equitable services.

The COVID-19 pandemic had a significant impact on the well-being of children and early childhood professionals and caregivers everywhere. In July 2022, with support of \$800K in ARPA funds awarded by the Colorado Department of Early Childhood (CDEC), we provided Pyramid training and coaching as well as Pyramid Facilitator Certification scholarships to licensed or license-exempt programs and their staff.

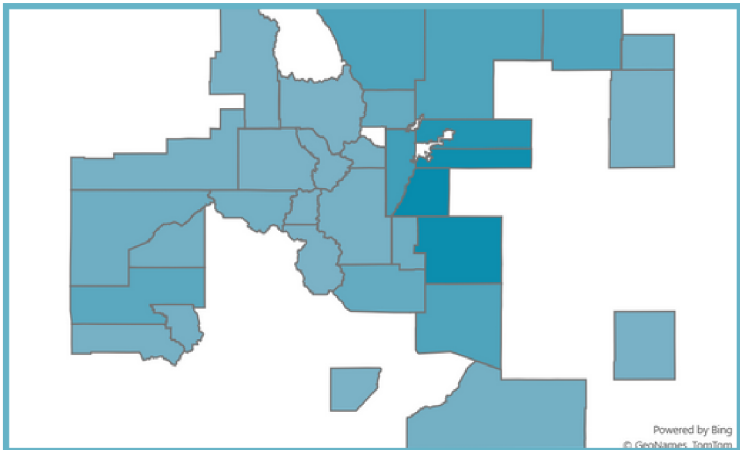


98% of participants reported the training supported their ability to recognize and reduce child behaviors that adults find challenging and concerning.

94% of participants reported reduced rates of turnover among existing early childhood educators.

91% of participants reported reduced levels of stress and burnout and saw improvements in the program's culture around mental health.

100% of participants reported reduced levels of stress and burnout.



Through our partnership with **35** Pyramid Training & Coaching Partners, we impacted over **7,629** children across **35** counties.

“
The biggest success is the immediate change in the children's behavior! We implemented a lot of the strategies we learned from this class and they are starting to work and the children are loving the changes we are making!
- Participant

This funding is made possible by our partners at the Colorado Department of Early Childhood American Rescue Plan Stabilization

Thanks to collaborative partnerships, considerable progress has been made to integrate and align the Pyramid Model across state-level systems. The foundation of these alignment efforts begins with the 45-hour Pyramid Plus Approach (PPA) training, which earns participants a *Training of Special Recognition* badge in the Professional Development Information System (PDIS) and opens various pathways for professional and career development.

This badge, which never expires, meets Early Childhood Teacher (ECT) qualification requirements for child guidance strategies coursework, earns points toward the Early Childhood Professional Credential (ECPC), and can be submitted to higher education institutions for college credit.

Additionally, those who complete the training can consider deepening their focus by becoming a Reliable TPOT Observer or by applying for the Pyramid Facilitator Certification Program, which is an approved pathway to earning a Coaching Credential. Lastly, training participants who want to deepen implementation of Pyramid within their program can participate in TPOT observations, earning them points toward the ECPC as a Demonstrated Competency in the Colorado Shines Quality Rating & Improvement System.



Legend

ECPC: Early Childhood Professional Credential

ECT: Early Childhood Teacher

PDIS: Professional Development Information System

TPOT: Teaching Pyramid Observation Tool

Pyramid Pathways



Recognitions

State Leadership Team

Chris Henager, Head Start, Fremont County
Debbie Kunz, Bal Swan, Broomfield County
Heather Blanco, Early Childhood Council, Larimer County
Kathleen Merritt, Bright Futures, San Miguel County
Melissa Caron, Early Connections, El Paso County
Virginia Kile, Consultant, Western Slope
Consultative Support: Dr. Rob Corso, Dr. Phil Strain, Kelly Wilson

Heather Craiglow, Colorado Department of Early Childhood
Lisa Matter, Colorado Department of Early Childhood
Marcia Blum, Colorado Department of Education
Dr. Rebecca Vlasin, University of Colorado Denver
Dr. Stacy Howard, Buell Foundation
Taran Schneider, Healthy Child Care Colorado
Robin Levy, Healthy Child Care Colorado

Professional Development Workgroup

Alisha Emile, Primrose Denver Tech Center
Daisy Thomson, Mesa County Partnership for Children & Families
Donna Salvador, Trainer/Coach & Facilitator Candidate
Heather Blanco, Early Childhood Council of Larimer County & SLT

Jennifer Coggin, Ability Connection Colorado/Creative Options
Kelly Esch, Early Childhood Network
Nicole Donatto, The Edification Station
Robin Levy, Healthy Child Care Colorado

Positive Solutions for Families Workgroup

Kimberly Theller, Early Childhood Options
Kelly Herndon, Consultant
Nicole Donatto, The Edification Station
Anne Conklin, Consultant
Kate McGuire, Mile High Early Learning

Kayleen Stratton, Consultant
Lia Closson, La Familia
Sobia Khan, Colorado Childcare Consulting
Melissa Caron, Early Connections & SLT
Robin Levy, Healthy Child Care Colorado

Facilitator Certification Support Advisors

Lisa Heberlin, Pyramid Facilitator & Consultant
Nicole Donatto, Pyramid Facilitator & Consultant

LJ Werner, Pyramid Facilitator & Consultant
Sobia Khan, Pyramid Facilitator & Consultant

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BUILDING HEALTHY FUTURES

Join us in our mission to build safe, supportive, and healthy early childhood settings and systems where children and professionals learn and grow at healthychildcareco.org/donate

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