



Maryland Social Emotional Foundations of Early Learning (SEFEL) Pyramid Model Job Chart

Definitions:

1. **SEFEL Pyramid Model State Leadership Team** – A collaborative gathering of leaders in SEFEL Pyramid Model implementation, representing a range of the workforce (setting, discipline and region) throughout the state, meeting monthly to promote practices that support young children’s social and emotional development and prevent challenging behaviors.
2. **Maryland SEFEL Pyramid Model Master Cadre** – A statewide network of vetted experts in the SEFEL Pyramid Model participating in a 2-year training and coaching process to increase and support their ability to implement training and coaching in the model to fidelity.
3. **Endorsed Graduate of the Maryland Pyramid Model Master Cadre** – An implementer of the Pyramid Model who has actively participated in 2 years of the Maryland Pyramid Model Master Cadre, and successfully completed activities and requirements related to training, fidelity, and coaching of the model and who is actively supporting implementation in a child-serving setting in the state of Maryland.
4. ***SEFEL Pyramid Model Coach** – A professional actively working within the early childhood workforce in the state of Maryland to support SEFEL Pyramid Model implementation through either 1:1 or group-based, data-informed reflective conversations about observation, action planning and implementation of goals. This individual must have participated in a SEFEL Pyramid Model training, as well as a training on coaching, and demonstrate knowledge and expertise in the model.
 - An *internal coach* is a professional embedded within the same agency or organization as the individual receiving coaching.
 - An *external coach* is a professional that is not employed by the agency or organization but contracted by them to come in to deliver individual or group-based coaching.

** This definition reflects the current workforce qualifications in Maryland. Our goal is that within the next 10 years, as the capacity of coaching grows, an additional requirement to be a SEFEL Pyramid Model Coach will be having had experience receiving coaching.*
5. **SEFEL Pyramid Model Trainer** – A professional actively working within the early childhood workforce in the state of Maryland who has participated in a Training of Trainers specific to the SEFEL Pyramid Model, completed the full suite of SEFEL Pyramid Model Modules related to what they are training on (e.g. I&T or Preschool) and demonstrates knowledge and expertise in the model.

Job Category	Meets Following Qualifications	Qualifies Professional to Perform the Following Tasks
<i>SEFEL Pyramid Model Program Coach (Internal)</i>	<ul style="list-style-type: none"> ▪ Degree in Early Childhood Education, Special Education, Psychology, Social Work, Sociology, or related field ▪ Have received SEFEL Pyramid Model Training relevant to setting 	<ul style="list-style-type: none"> ▪ Work with your early learning site to implement SEFEL Pyramid Model: <ul style="list-style-type: none"> ○ Conduct observations to assist those in the early childhood workforce with the implementation of the SEFEL Pyramid Model ○ Utilize data from relevant fidelity measures, including the Benchmarks of Quality, the Inventory of Practices and or the Teaching Pyramid Observation Tool (TPOT) or The Pyramid Infant Toddler Observation Tool (TPITOS) to support the identification and tracking of coaching goals.

*This document was created in consultation with the National Pyramid Consortium in October of 2018 by the State Leadership Team and endorsed by (we will list her all members of the leadership team that contributed to discussion and editing of this document).



	<p>(I&T or Preschool) and PracticeBased Coaching Training</p> <ul style="list-style-type: none"> ▪ Actively participates in ongoing training and technical support provided by the State Leadership Team including observation, coaching, and web-based support 	<ul style="list-style-type: none"> ○ Provide on-site implementation support for early childhood staff on SEFEL Pyramid Model
<i>SEFEL Pyramid Model State Coach (External)</i>	<ul style="list-style-type: none"> ▪ Meets the above qualifications 	<ul style="list-style-type: none"> ▪ Conducts above tasks within various agencies or systems ▪ Develop an agreement related to the structure, duration, frequency and focus of the coaching between the external coach and the program, at the discretion of the program
<i>Teaching Pyramid Observation Tool (TPOT) Certified Assessor</i>	<p>Meets above qualifications and:</p> <ul style="list-style-type: none"> ▪ Completed TPOT training by Brookes Publishing with an assessment score of 80% accuracy or higher. 	<ul style="list-style-type: none"> ▪ Conduct observations using the TPOT measure to assist those in the early childhood workforce with the implementation of the SEFEL Pyramid Model.
<i>The Pyramid Infant Toddler Observation Tool (TPITOS) Certified Assessor</i>	<p>Meets above qualifications and:</p> <ul style="list-style-type: none"> ▪ Completed TPITOS training by Brookes Publishing with an assessment score of 80% accuracy or higher. 	<ul style="list-style-type: none"> ▪ Conduct observations using the TPITOS measure to assist those in the early childhood workforce with the implementation of the SEFEL Pyramid Model.
<i>SEFEL Pyramid Model Parent Trainer</i>	<ul style="list-style-type: none"> ▪ Degree in Early Childhood Education, Special Education, Psychology, Social Work, Sociology, or related field ▪ Completed SEFEL Pyramid Model Training relevant to setting (I&T or Preschool) ▪ Completed SEFEL Parent Training Modules (PIWI or PreK) 	<ul style="list-style-type: none"> ▪ Deliver SEFEL Pyramid Model Parent Training Modules for parents and caregivers.

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<p><i>State Approved SEFEL Pyramid Model Trainer</i></p>	<p>Meets above qualifications and:</p> <ul style="list-style-type: none"> ▪ Experience in training, coaching, mentoring ▪ Completion of Maryland State Department of Education (MSDE) approved SEFEL Pyramid Model Training of Trainers (TOT) ▪ In person participation in at least 50% of the state-wide SEFEL Trainer & Coach Meetings 	<ul style="list-style-type: none"> ▪ Provide SEFEL Pyramid Model Training to early learning sites
<p><i>Trainer of State Approved SEFEL Pyramid Model Trainers</i></p>	<p>Meets above qualifications and:</p> <ul style="list-style-type: none"> ▪ Endorsed as a Pyramid Model Trainer and Coach by The National Pyramid Consortium ▪ Active involvement in all of the Master Cadre activities ▪ Active involvement in the Maryland SEFEL Pyramid Model State Leadership Team 	<ul style="list-style-type: none"> ▪ Provide State Approved SEFEL Pyramid Model Training of Trainers to individuals preparing to provide Pyramid Model trainings in their agencies or systems ▪ Actively support SEFEL Pyramid Model Implementation through training, coaching and leadership activities. ▪ Participate in the SEFEL OMS by entering coaching and training fidelity data.

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