

# PROGRAM-WIDE IMPLEMENTATION CONSIDERATIONS

## Selecting Providers

**Program-wide** — Refers to a systemic effort within a program for Pyramid Model implementation fidelity. For Rooted this would include having every lead teacher directly coached, but also would include additional components that would need to be supported by a Rooted Coach.

For more information <https://challengingbehavior.cbcs.usf.edu/Implementation/Program/components.html>

Rooted in Relationships does not require child care centers to implement the Pyramid Model program-wide in order to participate in their community's implementation of the Pyramid Model. Communities can make this decision with their stakeholders based on a number of factors, some of which are outlined below.

*\*\*Some Rooted Communities have selected 1-2 providers from each center, but allow other staff to attend trainings. The coaches spend time building up those selected providers and the director, and then those providers are able to support other staff in implementation.*

Rooted communities should consider the advantages and disadvantages to program-wide implementation when deciding what will work best in their community. Below are a few items to consider.

### PROS:

- Better buy-in from staff as they are all hearing and learning the same material at the same time.
- Staff are able to learn and grow with and from each other. Staff can network and problem solve issues as a team.
- Professional development is equitable as all staff are engaged and provided stipends for their participation.
- Children receive the same messages and follow the same structure as they move throughout the center.

### CONS:

- There could be a large percentage of providers lost if the center no longer participates in implementation, for any reason, depending on the number of staff .
- More difficult to sustain and spread Pyramid practices in community long-term as the community is only able to support a few centers at one time.
- With staff changes/turnover, the program may not continue to be program-wide.
- Loss of opportunity to connect staff across community centers at provider collaboration meetings, trainings, etc.
- Can create hard feelings in communities, why was one entire center chosen over another?

### STAKEHOLDERS:

Stakeholders should consider these questions:

- How many providers are we able to serve with the resources we have?
- How many providers/centers have applied?
- How do we decide which center(s) to support? (Refer to selecting childcare providers sheet)
- If we decide to go program-wide, how is the center willing to contribute? Does the center have any data on their staff retention? Will the center director continue to implement pyramid throughout the center once Rooted has concluded?