

Educator Buy-in

What is Educator Buy-in, anyway?

Educator Buy-in is necessary to ensure the success of Program Wide Implementation of Pyramid Model practices in Early Learning and Childcare Programs. Educators need to be willing and informed participants in the implementation process. The Leadership Team can encourage buy-in by providing ongoing communication, support, and monitoring of educator's learning and progress.

What's the point?

- Effective communication and collaboration will help educators feel confident and secure in being able to effectively implement Pyramid Model practices and support children's social and emotional development.
- Educators will be better equipped to ensure children's individual needs are met and all children can meaningfully participate.
- Ongoing buy-in helps everyone feel included and part of a team.

How do I do this?

- Introduce the ASaP Program and the Pyramid Model <https://www.kidsincluded.ca/access-support-and-participation> program to your educators (i.e., staff meetings).
- Display "What is the Pyramid Model" poster in staff room or give each educator a copy.
- Answer questions and ensure majority of educators are supportive of the use of Pyramid Model practices to support social and emotional well-being and respond to challenging behaviour.
- Choose educator(s) who are motivated and excited to begin implementing the Pyramid Model practices with support of your Program Leadership Team.
- Provide information about the Pyramid Model in your orientation for new educators.

- Create a space for all educators to continue to ask questions and share their use of Pyramid Model practices (i.e., bulletin board, staff meeting agenda item, etc.)
- Begin to explore how educators in other rooms can be involved.
- Celebrate successes and the hard work of your team!

How can ASaP support you?

- Provide additional resources or information about ASaP and Pyramid Model as needed.
- Coach will work with Leadership Team to answer educator questions and provide support as needed.

“Places of vitality are strong, active, and energetic early childhood communities that welcome and invite participation of children, families, educators, and others.

- Makovichuk, Hewes, Lirette & Thomas, 2014, p.10

