Pyramid Model Australia

Strategic Plan 2026 - 2028

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Introduction

Pyramid Model Australia (PMA) was established and incorporated in 2018 by a dedicated network of early childhood professionals who had undertaken Pyramid Model training with Dr. Mary Louise Hemmeter (Vanderbilt University, 2011–2014). Led by Janene Swalwell and ECIA Vic/Tas, the initiative brought Dr. Hemmeter to Australia to introduce the Pyramid Model into local early childhood services. Following the training, key activities including pilot programs in preschools, a system-wide implementation in a Victorian local government area, and the training of local trainers helped embed the model. A grant with ECIA Vic/Tas also supported the creation of Australian-specific Pyramid Model resources.

From 2018 to 2021, Pyramid Model Australia, led by Janene Swalwell with guidance from Dr Mary Louise Hemmeter and the US Pyramid Model Consortium, focused on maintaining its website, delivering training and coaching, developing resources, collecting data, sharing research, and supporting trained professionals.

In 2022, the committee of management -President Dr Kerry Bull, Executive Officer and Treasurer Andrea Day, Secretary Sara Stockman, and ordinary members Jenifer Urbano and Sue Brearly, developed PMA's inaugural Strategic Plan (2022–2025), facilitated by consultant Jacquie Simpson. Throughout this period, PMA transitioned to governance by a Board of Management and established a Training and Coaching arm employing consultant trainers and coaches. PMA continues to benefit from the guidance and support of the Pyramid Model Consortium, led by Dr Mary Louise Hemmeter and Dr Rob Corso of Vanderbilt University, USA.

The 2025 Pyramid Model Australia Board enlisted consultant and former Board member Jacquie Simpson to oversee a comprehensive series of strategic planning initiatives, conducted between 1 August and 16 October 2025. These initiatives encompassed a stakeholder survey, a focus group with trainers and coaches, and two facilitated planning sessions with the Board.

Pyramid Model Australia

2026-2028

Through this Strategic Plan 2026- 2028, **Pyramid Model Australia** reaffirms its commitment to building inclusive, respectful, and equitable early childhood communities. Guided by evidence, collaboration, and respect for cultural diversity, PMA will continue to lead the implementation of the Pyramid Model nationally - supporting children, families, and early childhood practitioners to thrive.

Our Vision

For children and families together with early childhood practitioners to belong in inclusive, respectful, safe, and equitable communities.

Our Purpose

To champion the implementation of the evidence-based Pyramid Model in order to nurture social and emotional competence in young children in Australia.

Our Principles

We uphold and promote the rights of the child.

We strengthen individual and collective capacity.

We build collaborative relationships.

We foster the unique needs, qualities, and abilities and of those we work with.

We deeply respect and honour First Nations perspectives, recognising that connection to Country, culture, and spirituality is fundamental to the resilience and wellbeing of Aboriginal and Torres Strait Islander peoples.

We value the origins and cultural diversity of our communities.

We strive for continuous improvement.

Strategic Aims and Objectives

Our Service: To cultivate the implementation of Pyramid Model throughout Australia	**Our influence:** To increase knowledge and understanding of the Pyramid Model in the early childhood field throughout Australia.	**Our collaboration:** To strengthen and extend our partnerships locally, nationally, and internationally.
• Develop Australian e-modules and resources, ensuring representation of First Nations perspectives. • Review and adapt PM resources in response to current contexts, frameworks, evidence-based practices, government policies and child safety standards. • Support program fidelity through the development of an accreditation and certification framework. • Extend the reach and accessibility of training, coaching, and implementation to increase participation and diversity of professional audiences. • Identify and implement structures and processes to support PMA to work effectively internally and with key affiliates. • Develop a practice arm structure and operational model to sustain quality delivery.	• Develop, publish and distribute quarterly PMA newsletters to share updates, resources and outcomes. • Implement marketing and communication strategies that position PMA as a best-practice model for promoting social and emotional competence. • Develop introductory PM presentations on the PM for Local Government Areas, Early Years Management networks, Service Providers. • Collate and analyse data from implementation sites to inform Australian research, advocacy, and continuous improvement. • Present annually at sector conferences and forums at local, national, and international levels.	• Identify, prioritise and collaborate with key stakeholders in practice and policy development. • Strengthen PMA's relationship with international PM consortia and affiliates by sharing Australian research outcomes and data. • Increase the number of PM program-wide implementation sites across Australia. • Establish partnerships with Universities and TAFE institutions to embed PM training to pre-service teachers and educators. • Enhance and strengthen existing implementation sites through ongoing support and evaluation. • Collate and analyse data from implementation sites to inform Australian perspectives. • Strengthen connections with PM affiliates across Australia to promote consistency and collaboration.

Measuring our success

Over the life of this strategic plan, the Board of Pyramid Model Australia will measure and reflect upon success in relation to the following outcomes:

- Increased uptake and fidelity of Pyramid Model implementation across Australia.
- Greater representation and inclusion of First Nations perspectives within resources and training.
- Strengthened partnerships across the early childhood education, early intervention, and community sectors.
- Evidence-informed practice improvements and shared data contributing to international knowledge.
- Recognition of Pyramid Model Australia as a national leader in promoting social and emotional competence in early childhood.

In summary, Pyramid Model Australia continues to make significant strides towards enhancing social and emotional competence in early childhood across the nation. Through a commitment to inclusion, collaboration, and evidence-based practice, the organisation is well-positioned to lead positive change and foster lasting impact for children, families, and communities well into the future.

Pyramid Model 2025

Executive Director: Sara Stockman

Board Members: President- Gillian Shelley, Vice President- Helen Baker, Vice President- Jennifer Urbano, Secretary- Andrea Webster, Treasurer- Cahli Wall, Ordinary Member- Sally Moore

Trainer/ coaches: Sara Stockman, Andrea Day, Jacqui Snider, Jacquie Simpson, and Jennifer Urbano (Senior Coach/ Mentor)

Lifetime members: Andrea Day, Sue Brear and Janene Swalwell (Vale)