

2023 NIHSDA Management Training Conference

Agenda At-A-Glance

Sunday, June 18, 2023

7:00 am – 5:00 pm Conference Registration
9:00 am – 4:00 pm Pre-Conference Intensives

Monday, June 19, 2023

7:00 am – 5:00 pm Conference Registration
8:30 am – 10:00 am Opening Session
10:30 am – 12:00 pm Workshop Sessions
12:00 pm – 1:30 pm NIHSDA Zone Lunch
1:30 pm – 3:00 pm Workshop Sessions
3:30 pm – 5:00 pm Workshop Sessions

Tuesday, June 20, 2023

8:30 am – 10:00 am General Session
10:30 am – 12:00 pm Workshop Sessions
12:00 pm – 1:30 pm Lunch (on your own)
1:30 pm – 3:00 pm Workshop Sessions and OHS Tribal Listening Session
3:30 pm – 5:00 pm Workshop Sessions and OHS Tribal Listening Session

Wednesday, June 21, 2023

8:30 am – 10:00 am General Session
10:30 am – 12:00 pm Workshop Sessions
12:00 pm – 5:00 pm Hill Day

Thursday, June 22, 2023

8:30 am – 10:00 am General Session
10:30 am – 12:00 pm Workshop Sessions
12:30 pm – 2:30 pm Closing Session and Lunch

Sunday, June 18, 2023
Pre-Conference Intensive Sessions

9:00 am – 4:00 pm

Building Customer-Centricity in “Region XI Head Start”

Ronald Goodstein

This workshop enables Head Start Directors and their staff to design appropriate marketing strategies that facilitate long-term customer relationships. Such relationships can be a key advantage in Head Start’s communities with the parent’s, families, partners, supporters, and political affiliations. Relationships, however, can only occur if all marketing is integrated around targeted market segments and knowing where they are currently in terms of their support and affiliation with Head Start.

Excelling as a Manager, Supervisor or Team Leader

Colleen Ryan

New managers and supervisors face the most difficult challenge — working through and serving others to get things done. This unique course provides the tools to be a true servant leader and not just “the boss.” Learn how to motivate employees, how to manage relationships and performance, how to coach effectively to create high-performing teams, how to make informed decisions and how to communicate successfully both up and out to leadership and the team. Learn to do all this while managing a new workload and focusing on the most precious resource — people. Topics covered include: Being a Leader vs. Being a Boss; Mastering Team Communication; Team Relationship Management; The Leader and the Work; Decision-making Skills; Performance Management Methods.

Using the 2nd Edition CLASS in Region XI: Cultural Considerations

Jessica Barnes-Najor

During this pre-intensive session, the team will first present a brief history of the Classroom Assessment Scoring System (CLASS), an overview of the CLASS, and a review of changes with the 2nd Edition of the CLASS. Second, the team will describe the cultural considerations of using the 2nd Edition CLASS. Using videos from Region XI programs, the team will provide examples of how the 2nd Edition CLASS can be used in Region XI classrooms. Throughout the training, a panel of Region XI Head Start program directors and staff who have used the 2nd Edition CLASS will describe their experiences with using the 2nd Edition CLASS.

Monday, June 19, 2023

10:30 am – 12:00 pm

Opening Session: Calling All Warriors

DJ Vanas

We all want to be brave. We all want to deliver when it matters... and in this session, you’ll be inspired to do both. Enduring tough times and turbulent change can bring fearful doubt which can affect our focus, wellness and the way we serve others. Based on his new book *The Warrior Within*, D.J. shares a unique, powerful perspective from Native American culture on what the warrior role is (and isn’t) about and how we can emulate the principles of that role to stay strong to contribute to our tribe -- and understand that the role of warriors can make us warriors in our roles! As he did as the host of his own PBS special *Discovering Your Warrior Spirit*, he’ll share with you, in a straightforward and entertaining way, how to leverage scarce resources for maximum effect, develop mental toughness, maintain perspective, health (and a sense of humor) and continue to serve at our best even in chaos. Now is the time for warriors to stand up, be strong and lead by example – are you ready?

10:30 am – 12:00 pm

Head Start 101: Overview for New Leaders

Racquel Martinez, Laura Waukechon-Factor, Lamont Yazzie

Are you a brand new tribal Head Start/Early Head Start Manager or Director? Welcome to the AIAN Head Start family. Please join us to learn about the structure of Head Start, regulations and key management systems. We will review annual tasks and introduce you to an annual planning calendar tool. We will also make sure you know who your support team is and where to located resources on ECLKC and My Peers. To top it all off you will meet other new AIAN directors and managers and have an opportunity to network. Bring your questions-this is a safe place to ask!

Ride the Lightning: Timeless Wisdom for a World in Flux

DJ Vanas

We live in times of uncertainty and widespread, rapid change that strikes like lightning – the speed of life is the speed of light – and that dynamic can lead us to overwhelm and anxiety. Learn about traditional concepts from Native American culture on keeping change in perspective and how to employ simple but powerful strategies that will strengthen you as you navigate change more effectively – and with more confidence. You’ll see how to better balance work and life, slow down to speed your performance, maintain focus despite the hectic pace of change, keep our connections strong in a world of high-tech, combat information overload and find the opportunities that change brings. D.J. will help you successfully ride the lightning and achieve your best in service and self at every turn.

Think Outside the Sandbox

Stuart Sackett

A fun hands on comprehensive workshop discussing playground safety and developmentally appropriate outdoor activities for children. We will briefly discuss the seventeen

different types of play and learning settings, nature related materials, objectives of your outdoor play environment, The Daily Dozen, and Eco-Therapy.

Gathering Meaningful Data on Native Language and Cultural Experiences in Your Classrooms

Jessica Barnes-Najor

In this workshop, we will share tools and processes for gathering data to help you understand the Native language and cultural experiences in your classrooms. The presenters will share existing tools to document Native language and cultural experiences in the classroom, guide workshop participants through the process of using the tools, and support workshop participants in tailoring the tools to meet the unique needs of their communities.

(Importance of Parent Involvement)

Robert Fillmore

Skillfully Dealing with Challenging Behaviors at the Moment

David Scahill

Many hours of training and workshops learning how to handle challenging behaviors frequently “disappear” when facing issues at the moment! Don’t be dishearten, this training session will bring it all together validating educators concerns and merging effective social-emotional skills into schedules and routines, making the most of each of the resources and prior knowledge to skillfully de-escalate the behavior and effectively keep the teaching and learning going.

Connecting with Families Through Technology

Meghann Hickey

Engaging with families is essential to supporting young children's learning and development. Research shows that "young children's learning and development are integrally connected to their families. Consequently, to support and promote children's optimal learning and development, programs need to recognize the primacy of children's families, establish relationships with families based on mutual trust and respect, support and involve families in their children's educational growth, and invite families to fully participate in the program," (NAEYC, 2019). Effective engagement requires understanding and appreciating individual families' strengths and values, increasing their understanding of our efforts to nurture children's learning in the classroom, and responding to the specific needs in their home environments. Effective family engagement relies on establishing trusting relationships in which educators, children, and their family members see themselves and each other as equal partners. By partnering with families, educators are better able to respond to children's rich, complex cultural contexts for effectively supporting their social-emotional learning and development. Educators need to learn how to exchange information with families about ways children use play at home and at school to develop important knowledge about the world around them.

Technology, given the evolution of resources and increased commitments in our lives, is an essential tool to support

effective engagement with families. By using technology appropriately to communicate with families, educators can share observations, data, and progress of the child in real time to partner with the families to support the child's development. Following these meaningful conversations, educators should partner with families to provide activities that can be done at home to continue engagement and development as partners that work together towards child success.

Leadership for Health Coordinators

Roxanne Wells, Alma Sandoval

If you are a Health Coordinator who wants to improve your leadership skills, join us in this session. We will explore relational leadership strategies, how to approach difficult conversations, and practice activities that build trust and accountability. With these skills, you will be able to comply with the HSPPS, and improve the quality of your health services.

Indigenizing Tribal Schools for Future Generations of Traditional Knowledge

Mike Richardson, Renetta Goeson

1:30 pm – 3:00 pm

What Do Head Start Leaders Need?

Roxanne Wells, Ronda Ritchie

What are program staff saying they need from Head Start leaders? Join other participants in examining Gallup's key characteristics followers need in a good leader. Participant leaders will engage in intentional activities that include systematic leadership data used within professional development plans. Leaders will explore practices developing a Program goal or Recipient Training and Technical Assistance Plan Agreement (RTTAPA) goal that illustrates the program planning cycle and uses tools supporting program progress reports and growth opportunities.

Enhancing Early Childhood Systems in Tribal Communities (Part 1)

Melody Redbird-Post, Char Schank

The recent funding increases in the Tribal Child Care and Development Fund (CCDF) program present an opportunity for Tribes to enhance their early childhood systems to meet their goals, promote child development, and support integration of services to improve child and family outcomes. Tribes have an opportunity now to leverage the increased Tribal CCDF resources to sustainably invest in coordinated early childhood systems in a focused and intentional way. In this session we will explore strategies, which include, aligning policies to encourage stability and continuity of care, streamlining administrative procedures, and identifying opportunities to support the integration of services. We will highlight areas in which CCDF and Head Start and Early Head Start policies closely align and can support the Tribe's early childhood system.

Male Teachers in Early Childhood- Why More Men and How Can we Increase the Workforce? Perspectives from Two Tribal Head Start Male Teachers

Denton Jackson, Austin Koupal

Have you noticed your program have less Male Teachers or no Male Teachers? Why is this and what can we do about it? This session will focus on looking at the numbers, research, and benefits of having Male Teachers in Early Childhood along with identifying way to make your program environment more welcoming to Male teachers through physical space, professional development, recruitment, and staff attitudes and behaviors. Learn from two Male Teachers who work in a Tribal Head Start on strategies and practices that they do in a classroom and program.

Education Manager Calendar - Planning for Success

Laine Rinehart, Michelle Tsosie

Calendars are an essential planning and communication tool for Early Head Start and Head Start programs. Join us to learn about the Education Manager's Planning Calendar, which helps staff identify required planning activities. The core of this calendar is the Activity List, which is a collection of all the actions required of programs on a monthly, quarterly, and annual basis. The calendar will aid in planning ongoing day-to-day monitoring, training, and scheduling.

Completing a 1303 Application: Facility Purchase, Renovation or Construction (Part 1)

Ron Ransom, Gil Gonzales, Darlene Zacherle

The 1303 application is required for the purchase, renovation, or construction of a facility. Explore the pre-planning and the multi-step application process. Identify five key issues Head Start programs must consider when submitting the 1303 application. Discuss strategies to help programs identify funding opportunities and justify facility needs.

Partners in Learning

Heather Stelzer, Susan Morningstar

We will explore the intentional teaching moments in Head Start and how they align with every day family experiences.

The Hand in Hand Framework for Supporting Staff, Parents, and Our Precious Children in Tribal Programs

Shelley Macy, Maya Coleman

This experiential session for Head Start and Early Head Start staff, administrators, and parents will include an introduction to Hand in Hand's unique theoretical framework of emotional functioning and an opportunity to experience two of the five Hand in Hand listening tools. Hand in Hand's tools prepare adults to be the "super protective factor" for children and also create mutually supportive peer relationships. Participants will have the opportunity to experience a simple and powerful self-reflective tool you don't do by yourself. This intentional relationship buffers adults against the impact of secondary stress as they care for children. Participants will also get to try an efficient one-on-one child-led play tool to build connection in the context of busy schedules. Participants will also learn

about using the five tools to create connection plans for school, for home and to enhance the home-school partnership.

Hand in Hand emphasizes listening, connection, respect, and guidance of young people coupled with peer support among adults. The five listening tools provide actual, practical tools that staff can use within their programs. Hand in Hand takes the essential step beyond identifying children affected by trauma and oppression to developing skills that teachers and assistant teachers, bus drivers, cooks, administrators, parents, and everyone in the program can use to reach a child, help them heal, thrive, and be able to learn and develop in healthy ways.

The Hand in Hand tools are built on the understanding that connection is the foundation for emotional and cognitive functioning and that people recover from difficult experiences in the context of relationships that allow for play, emotional expression, and co-regulation. These tools can be incorporated into the often resource-limited lives of tribal families, and into AI/AN Head Start and EHS settings.

Integration of PFCE & Health Services

Alma Sandoval, Rosa Vasquez

If you are a Family Service Professional, come to this session to learn strategies to improve the quality of health services provided to children and families enrolled in your program.

New Directors Cohort - Level 2 (Part 1) (cohort members only)

Laura Waukechon Factor, Lamont Yazzie, Raquel Martinez
Participants who attended the "RXI New Directors Training" in October 2022 are invited to join this session to take a deeper dive into the roles and responsibilities of a Head Start Director. The session will build on the experience from the initial training and will focus will be on building systems for high-quality services for children and families. The group will renew relationships with other peer leaders and celebrate the completion of this program year!

Creating Wage Scale for Today's Environment

Betsy McDougall, Patricia Banks

RXI Head Start and Early Head Start programs and Tribal Leadership are encouraged to look holistically at their organizational structure and identify sustainable ways to stabilize their Head Start workforce. This requires a balance of effectively providing high-quality comprehensive services to highest need children and families while also improving staff compensation and supports. Employee compensation is an important component of any program's ability to maintain a skilled and motivated workforce. A wage and fringe benefits comparability survey is an analysis of employee compensation in comparison to similar organizations that offer parallel services. We will discuss best practices and share new resources to help you develop a wage comparability survey that is aligned with today's changing environment.

3:30 pm – 5:00 pm

Building Resilient Leadership Skills

Manisha Tare, Roxanne Wells

The pandemic has brought more challenges to leaders. In addition to running an effective program, you are tasked with creating a positive working environment for staff experiencing high burnout levels, low morale, high absenteeism, and a general environment of high stress and tension that can feel heavy. This session will explore strategies to help you work through difficult situations and what you can do to take care of your physical and emotional well-being, including seeking out support. We'll also discuss why integrating a trauma-informed perspective into your leadership skills matters and how increasing emotional awareness and strengthening relationships helps you build a productive and fun program team!

Enhancing Early Childhood Systems in Tribal Communities (Part 2)

Melody Redbird-Post, Char Schank

The recent funding increases in the Tribal Child Care and Development Fund (CCDF) program present an opportunity for Tribes to enhance their early childhood systems to meet their goals, promote child development, and support integration of services to improve child and family outcomes. Tribes have an opportunity now to leverage the increased Tribal CCDF resources to sustainably invest in coordinated early childhood systems in a focused and intentional way. In this session we will explore strategies, which include, aligning policies to encourage stability and continuity of care, streamlining administrative procedures, and identifying opportunities to support the integration of services. We will highlight areas in which CCDF and Head Start and Early Head Start policies closely align and can support the Tribe's early childhood system.

Head Bumps Matter: How to Protect Young Brains

Betsy Miller

Workshop discusses how to reduce the risk of head injuries, Traumatic Brain Injury, during active play and the importance of active supervision. Session highlights the benefits of using active play checklists and injury logs. Early learning practitioners will learn about accommodating a child in group care who has sustained a traumatic brain injury.

Education Managers as Learning Leaders

Laine Rinehart, Michelle Tsosie

During this session, Education Managers will discuss the impact of professional development and their role in supporting the ongoing professional development of staff. As Learning Leaders, Education Managers support and strengthen competence and confidence and are a visible presence. As "teachers," Education Managers observe and provide feedback, make suggestions, demonstrate/model effective classroom teaching practices, provide targeted professional development, and use all of these experiences to become data-based decision-makers.

Completing a 1303 Application: Facility Purchase, Renovation or Construction (Part 2)

Ron Ransom, Gil Gonzales, Darlene Zacherle

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Parenting Skills: Expectations

Bethany Stangel, Kristen Jones

This session will discuss the importance of routines, structure, and how they will help build lifelong skills.

Let's Talk the Disability Process

Mike Richardson

We will look at Head Start, State, Parent, Child, Staff and Tribe at providing services for children with a disability from their perspective. What is the IEP process and who should be involved? The responsibility of the LEA and how the tribe can lend support while holding the LEA accountable to the IDEA Law. Developing Interim and 504 plans to support children that may not have an IEP in place yet or may need additional support due to behavior. Least Restrictive Environment (LRE) what does it mean to you and to the LEA/ We will have open discussions on these topics to help find ways to improve the disability process.

Documentation of Family Services

Rosa Vasquez

Family Service Professionals know the importance of documenting services provided to families. Keeping accurate records and documents is not an HSPPS requirement but can also impact the families you serve, the quality of services offered, and your professional liability. Come to this session and learn practical strategies to document your family partnership agreements and follow up with families.

New Directors Cohort - Level 2 (Part 2) (cohort members only)

Laura Waukechon Factor, Racquel Martinez, Lamont Yazzie

Participants who attended the "RXI New Directors Training" in October 2022 are invited to join this session to take a deeper dive into the roles and responsibilities of a Head Start Director. The session will build on the experience from the initial training and will focus will be on building systems for high-quality services for children and families. The group will renew relationships with other peer leaders and celebrate the completion of this program year!

Full Enrollment: Considering Reductions and Conversion

Ronda Ritchie, Betsy McDougall, Patricia Banks

Reviewing enrollment data, projecting, and planning the next steps! This session will guide you on what it looks like to review all necessary program and community data to design an approach that fits your tribal community. Discussions will revolve around staffing patterns, professional development training, and the need for a wage comparability study. It is also

about creating a service delivery model that considers duration, hours of operation, and budget. Finally, the session will include what a request should consist of and how to process a submission.

Tuesday, June 20, 2023

8:30 am – 10:00 am

General Session: OHS Updates

10:30 am – 12:00 pm

How to Lead a Communication Plan in Transitioning Head Start Children to Kindergarten

Roxanne Wells, Linda DiBrito

Participant teams will explore communication strategies in leading kindergarten transitions by creating a program communication plan with relevant action steps. Participant teams will engage in skill-building practices while they record and report the team's program goal outcomes of transitioning children to kindergarten.

All Staff Onboard for Safety: Designing Systems for Child Safety

Racquel Martinez, Patricia Banks, Laura Waukechon-Factor

Calling all Tribal Leaders, Management Staff, Teachers and parents: Your voice is important in designing, implementing and monitoring systems that ensure the safety of every Head Start Child. Utilizing the Head Start Management Systems Wheel, we will explore ways to strengthen individual systems to ensure all employees understand the "culture of safety" in our programs. Our discussions will focus on some of the systems that can trip up programs: annual training for staff in active supervision strategies, ongoing monitoring of established systems, onboarding new employees including substitutes to ensure child safety, updating of policies and procedures dedicated to active supervision, and documentation of incidents.

A Place Like Nowhere Else: Creating Culturally Sustaining Learning Environments of Belonging

Renetta Goeson, Vanessa Maanao-French, Melisa Jaen

The learning environment is a complex, living reflection of a community's values, culture, and language. Children have the right to be educated in beautiful and thoughtfully designed spaces. In this session, we explore culturally sustaining learning environments, infused with traditional ecological knowledge, and nature-based learning. Learning environments are an integral part of the curriculum, so come join us in exploring the possibilities of creating spaces like nowhere else, where children are honored as sacred beings and as the future leaders of their nations.

Supporting Teachers with Accurate Assessments of Children

Leslie Norman, Dannetta Tate

Education Managers play an essential role in ensuring that teachers' assessment of children is accurate. During this session, we will explore the key characteristics of early childhood authentic, ongoing assessment practices and observations and assessment data collection.

Completing a 1303 Application: Facility Purchase, Renovation or Construction (Part 3)

Ron Ransom, Gil Gonzales, Darlene Zacherle

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Advocating for Your Child in Early Education Settings

BethAnn Basso, Holly Ellithorpe, Jacquelyn Poulin

It's never too early to start looking for ways to help your child succeed in learning. Being an advocate means knowing how to ensure that your child gets the help he or she needs to be successful in their educational careers. In this session participants will learn their rights and their child's rights, and how to get organized to advocate for your child. Typical development, how to observe your child, and meeting with your child's pediatrician and community resources will also be discussed. You will also receive tips on how to help children build their own confidence to speak up and supporting them to advocate for themselves.

Issues and Strategies for Improving Oral Health for American Indian and Alaska Native Children in Head Start Programs

Juanita Simpson, Beth Lowe

Achieving and maintaining optimal oral health remains an issue among American Indian and Alaska Native (AIAN) children throughout the country. Head Start program staff work to address the oral health challenges AIAN families face by using culturally responsive approaches to engage families and by partnering with health and social services professionals in their communities. This workshop will describe current issues AIAN families face in achieving optimal oral health and will use an interactive format to discuss strategies that program staff can implement to improve the oral health of children in AIAN Head Start programs.

During this workshop participants will:

- Describe current issues AIAN families face in achieving optimal oral health.
- Identify resources, including some specific to people living in Indian Country, available to AIAN Head Start program staff to help overcome challenges families face in achieving optimal oral health.
- Explore strategies AIAN Head Start program staff can use to promote oral health among families

Growing from Within: Exploring Resilience and Reflection with Family Service Professionals

Anita Harvey-Dixon, Patricia Castrodad-Rodriguez

The way we work has "fundamentally and forever" changed. As we navigate staff shortages, how do we promote belonging, a culture of well-being, and build collective resilience by providing support to Family Service Professionals? Join us to draw on the science of resilience and relationship-based

strategies to help build protective factors that buffer stress. In this session, we will also discuss opportunities and strategies for the retention of current family services staff through staff wellness, professional development, and career pathways planning.

Tribal Leaders: Overview of Head Start Program Governance for Tribal Council Members, Policy Council Members and Head Start Leadership

Lamont Yazzie, Ronda Ritchie

Effective Governance is an essential part of all successful Head Start and Early Head Start programs. Join other Tribal Leaders to explore Head Start's vision, values and mission. Consider how Head Start's vision aligns with your tribal vision and mission. Learn about Head Start laws and regulations that guide local program decisions. Review the rights and responsibilities of all three entities that work together to provide inclusive leadership to govern HS programs (Tribal Council, HS Policy Council and Management Team). Meet and network with other Tribal Leaders and Head Start managers.

Hands-on Budgeting: Understanding the PMS System, Grants Management System, and HSES System

Betsy McDougall, Barbara Ricketts

Do you need help doing Budget Revisions? What about Carryovers? Right before the end of the grant, are you seeing unobligated funds and need support? Creating a timeline with dates for monitoring and oversight is an essential part of fiscal. In this session, we will be making action plans to take home to set in place systems to help create systems that work. This will be a hands-on session; bring your computers! Interactive and fun!

1:30 pm – 3:00 pm

Social-Emotional Skills as a Foundation for School Readiness

Manisha Tare, Carol Bellamy

Social and emotional well-being is the foundation for early childhood mental health. When early educators and families understand more about early childhood mental health, they can better support children's learning and help ensure school readiness. In this session, we will discuss the connection between social-emotional development and school readiness, explore how adult self-regulation directly supports children's behavior and ability to learn, and brainstorm social-emotional strategies you can integrate into your classroom to support the well-being of children.

Ongoing Monitoring: A Key to Achieving Program Goals and Ensuring Child Safety

Ronda Ritchie, Betsy McDougall, Lamont Yazzie

Have you ever heard the saying: You Get What you Focus on. The saying proves true with achieving program goals. Participants will take a close look at Head Start Program Performance Standard 1302.102 and discuss how achieving program goals is tied to ongoing monitoring of program performance. We will look at tools for ongoing monitoring, ways to build ongoing monitoring into routines, discuss ongoing assessment of program goals, explore data that

supports continuous improvement and finally consider the required reporting for this area.

Full Circle: Centering Indigenous Ways of Knowing (Part 1)

Vanessa Maanao-French, Renetta Goeson, Melisa Jaen, Michelle Tsosie

Imagine a learning circle where culture and language is at the center and families, and community to co-create the curriculum. Traditional lifeways, languages, and cultural heritages are important components of young children's school readiness. Making It Work helps American Indian and Alaska Native (AIAN) early education staff meet these goals as they teach children about their traditional cultural skills, values, beliefs, and lifeways. In this two-part session, part one will focus on discussion and sharing the three steps of Making It Work. In part two, panel guests will share their experiences with using Making It Work.

Ensuring New Teacher Success: Best Practices for Onboarding Teaching Staff

Patrice Griffin, Racquel Martinez, Sheila Sellers

Investing in employee onboarding ensures that an organization is prepared for and committed to positioning its new hires for success in their new roles. To position a new hire for success, it is essential that an organization prepares in advance and continues to support the new employee throughout the first several months (and beyond). This workshop explores tried-and-true best practices for employee onboarding. We will also explore setting up systems to ensure program policies and procedures specific to onboarding meet Head Start Program Performance Standards.

Completing a 1303 Application: Facility Purchase, Renovation or Construction (Part 4)

Ron Ransom, Gil Gonzales, Darlene Zacherle

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(Keeping Children Safe)

Keeping our Young Children (Birth through Five) Safe

Betsy Miller

As parents and caregivers, it is our duty to teach our children, starting at birth, what children need to learn. Often beginning with learning their body part(s) names, personal safety, identifying their emotions, and feelings. Has your child ever wandered out of your sight?

Active Supervision in a Culture of Safety

Jennifer Lipman, Susan Morla

When a program embraces a culture of safety, everyone prioritizes safety, in everything they do. In this session, participants will explore the six strategies of active supervision, an essential element in a culture of safety and preventing injury. This session will also examine how taking a system's

approach, including using data to drive responsive policies, training for both onboarding and ongoing support, and ongoing monitoring promotes and sustains a culture of safety. This session will be interactive, providing participants with opportunities to apply sample injury data, examine case scenarios, and share successes and challenges related to systems and practices that support keeping children safe and can be used by staff in all aspects of the program.

Growing Together: Recruiting, Recognizing, and Resourcing Family Service Professionals

Anita Harvey-Dixon, Patricia Castrodad-Rodriguez

Who helps parents and families succeed? You do! This session will provide participants with tools and strategies to embrace family services staff with open hearts while connecting to foundational PFCE content. PFCE resources will be integrated in the discussion to support the day-to-day work of family services managers and staff as they develop successful partnerships with families. We will also engage in discussion about using data and the process of continuous quality improvement in recruitment and retention of family services staff including the outreach of parents and family members.

OHS Listening Session

New Directors' Fiscal Checklist

Jacque Davis, William Maes

The New Directors' Fiscal Checklist: Policy and Regulation Compliance, is intended to assist directors, managers, and Policy Council members identify and comply with Head Start fiscal policies and regulations. In this session participants will use this form to identify the person(s) responsible for specific tasks; whether a required policy exists; and if so, the most recent date it was approved. The form will also be used to assess participants future TTA needs.

3:30 pm – 5:00 pm

Economics and Financial Education for Head Start

Andrea Caceres Santamaria

The St. Louis Fed's Native Economic and Financial Education Empowerment program presents the Kiddyconomics curriculum and other story-based, active learning, and engaging lessons that bring personal finance and economics to the head start classroom. It is never too early to teach students the fundamentals of how they can become better decisions makers and realize that economics and personal finance are all around us and a part of everything we do.

We acknowledge the importance of language and culture in education and value opportunities to highlight them to better engage Native students and foster a more inclusive learning environment. We partner with tribal nations to incorporate their Native language and culture within curricula in a variety of formats.

School Readiness Goals: Tracking Progress Towards Expected Child Outcomes

Carol Bellamy, Linda DiBrito

How are our children doing, and how do we know? With programs transitioning from virtual services, having good baseline data to use for comparative purposes may be challenging. Where do you start? This session will provide tips for tracking children's progress and examine how to use existing reliable and relevant data as baseline data for measuring progress toward School Readiness goals.

Full Circle: Centering Indigenous Ways of Knowing (Part 2)

Vanessa Maanao-French, Renetta Goeson, Melisa Jaen, Michelle Tsosie

Imagine a learning circle where culture and language is at the center and families, and community to co-create the curriculum. Traditional lifeways, languages, and cultural heritages are important components of young children's school readiness. Making It Work helps American Indian and Alaska Native (AIAN) early education staff meet these goals as they teach children about their traditional cultural skills, values, beliefs, and lifeways. In this two-part session, part one will focus on discussion and sharing the three steps of Making It Work. In part two, panel guests will share their experiences with using Making It Work.

Peer-to-Peer Coaching as a Tool for Onboarding and Orientating New Teaching Staff

Patrice Griffin, Racquel Martinez, Sheila Sellers

Coaching is used for different purposes in early care and education settings. Coaching is a capacity-building, helpful practice to help professionals use existing abilities and develop skills to attain desired outcomes. Regular interactions between learners build learners' capacity and help achieve intended results. This workshop will explore five coaching characteristics that can be used in peer-to-peer coaching to support onboarding new teaching or family services staff. We will also explore program systems and procedures that support ongoing monitoring and quality improvement for orienting new staff.

The CDA Credential as a High School ECE Career Pathway -- Essential Tools and Updates

Sandra Kowalchek, Chris Barnes

In this workshop, you will learn about the process, essential/innovative tools, and updates for students seeking the Child Development Associate (CDA) Credential in high school. We will discuss the CDA as a Career Pathway, enabling high school students to graduate with an industry-recognized credential they can use in college and career. You will hear about specific benefits/best practices for students and faculty, learn about the credentialing process, and creative tips for success! Updates will also be shared about the Council's Child Development Associate (CDA) Handbook for High School: A Guide to Advocacy and Implementation -- that includes planning/design tools, resources and instruction to create a sustainable High School CTE/CDA program; and, related new initiatives from the Council. The CDA is the most widely recognized credential in early childhood education, provides a pathway to college, and jump-starts successful careers -- starting in high school!

Family Fun Nights

Robert Fillmore, Bethany Stangel

This session will provide examples of activities that programs can use to engage their families, as well as the importance of family involvement. There will also be some time to network and share activities that other programs have used to engage their families.

Keeping Environments Safe and Healthy for our Children

Jennifer Lipman, Susan Morla

Join the National Center on Health, Behavioral Health, and Safety for an interactive session focusing on safe and healthy environments. This session will examine steps to effective safety practices, including policy, training, implementation, and ongoing monitoring, and provide key health and safety resources to support them. Using the Injury Prevention Framework, the session will explore how children's unique age and development; the different environments where they live, learn, and play; and the adults responsible for them, impact children's health and safety. Throughout the session, two safe environments issues, infection control and individualization will be highlighted, providing participants with opportunities to apply the injury prevention framework, practices, and resources to them. Information from this session can be used by staff in all aspects of the program.

Boosting Your Enrollment with an 8-Step Recruitment Strategy

Anita Harvey-Dixon, Patricia Castrodad-Rodriguez

Head Start grant recipients continue to prioritize reaching and maintaining full enrollment. Preparation and planning to achieve enrollment goals takes time, and the result is an effective recruitment strategy that you can implement and evaluate. Join NCPFCE to walk through an eight-step process that can help ERSEA staff prepare and plan their outreach efforts. Receive planning tools and resources to share with your program.

Internal Controls & Fiscal Monitoring

Mark Mazon, William Maes

Internal fiscal controls are necessary and required to ensure that Head Start funds and assets are safeguarded against loss from unauthorized use or disposition. Participants will explore how transactions are properly recorded and executed in compliance. Participants will also discuss the required internal and external financial reporting requirements and the processes budget modifications; reallocation of resources; carry-over balances and no cost extensions.

Wednesday, June 21, 2023

8:30 am – 10:00 am

General Session: Advocacy

10:30 am – 12:00 pm

Responsive Leadership: Inspiring Growth of the Whole ECE Professional

Heather Stelzer

Join us while we learn how to authentically engage staff in their professional development while exploring how to develop individualized growth opportunities that inspire. We will also explore how to coach through growth and beyond while discovering the importance of this continuous process. Highlights include: Creating SMART professional growth goals for staff, coaching practices, data driven decision making and creating/sharing data that inspires staff to grow in their professional development.

Tools and Tips for Governance: Planning, Communication, Decision Making and Consensus Building

Ronda Ritchie, Ron Ransom, Darlene Zacherle

Learn about Head Start's dynamic program planning process and the role leadership and governance play in the planning and ongoing monitoring processes. Review tools that support effective communication, decision making, and consensus-building. Head Start Monthly reports, annual reports, the annual self-assessment and community assessment are key tools for leaders to understand and access. Working Together We Do Make a Difference.

Building a Productive Child-Centered Program: Engaging Staff Through Motivational Practices

Kassy Lopez-Sonchar

The early childhood learning environment is only as good as the staff. If your employees are engaged and connected to their work, it will show in the care and education provided to the children and families. Employee engagement is not always easy to achieve; however, it should be one of your top priorities. Working in early education is extremely rewarding, but it can also be challenging and lead to burnout. It is important to provide support and resources to keep your staff motivated, engaged and happy to be part of the teaching and learning environment. In this session we will explore strategies that will help you develop processes, activities, and events to keep your employees engaged and invested in their work.

Education Managers' Role in Supporting IFSP and IEP Goals

Leslie Norman, Danna Tate

This session will discuss how Education Managers support HS and EHS classroom teachers with individualizing experiences and modifying materials for children with an IFSP or IEP. Ed Managers will explore strategies to ensure teachers have the knowledge, skills, and materials that are needed to create classroom activities and routines that meet the unique needs of each child in their care.

Designing Mental Health Consultation Services

Manisha Tare

Mental health consultation is an indirect service that works with staff and families to support children's social-emotional development and well-being through reflection, feedback, skill building, and programmatic recommendations. This session will support directors and program managers to assess the needs of their staff, children, and families so they can design their mental health consultation services to maximize their resources. Examples of services mental health consultants offer

and the components of an MOU will be shared to support program planning. Participants will have an opportunity to review their current consultation structure and ask the group for reflections and ideas.

ChildPlus Software: Determine How Observations in the Home and Classroom Align to ELOF

Jessica Elzey

ChildPlus has partnered with West Ed to add this strength-based child assessment to our software. Learn how a criterion-referenced assessment focuses on what a child can do, not what the child cannot do in the center and at home. Explore this assessment and determine how observations in the center and home affect growth on the ELOF-based continuum.

Once looking at the assessment observation, connect them to school readiness goals. Attendees will review reports in ChildPlus to determine if school readiness goals are being met.

Using Culturally Responsive Children's Books to Support Family Engagement in Tribal Communities

Rebecca Chrystal, Kim Nall

This workshop will define what it means to be culturally responsive, including the investigation of family engagement practices and tools that acknowledge and appreciate the home cultures of all families. Children's books will be explored as an important tool to bridge the connection between educators and families. We will further explore:

- How Raising a Reader aligns with NAFSCE's (National Association Family School Community Engagement) Family Engagement Core Competencies
- How to select and build a library of books that represents the interest and diversity of families
- Raising a Reader and TCCAC collaboration to create Raising a Reader resources that were more culturally responsive to the communities TCCAC serves and beyond
- Additional strategies TCCAC uses to support Family Engagement with their partners

Supporting Programs in Preventing & Responding to Challenging Behavior

Daniel LaCava

Programs continue to struggle to create emotionally responsive centers that adequately address challenging behaviors. This session is designed to supply educators with actionable solutions to do so. Preventative strategies promote pro-social behaviors through relationships, environments, intentions, and support systems. Reactive solutions utilize behavior change science to provide educators with an unbiased, evidence-based approach to understanding, documenting, and replacing challenging behaviors.

Facilities & Asset Management

John Mathews, Arnold Ramirez

This session identifies the requirements for the ongoing maintenance and repair of existing facilities and process for the reallocation of resources to maintain facilities and to periodically conduct facilities assessments. Participants will also

explore assessing the extent and severity of facility damage caused by the aftermath of a natural disaster and will be provided with a damage assessment checklist.

Thursday, June 22, 2023

8:30 am – 10:00 am

General Session: Language & Culture

Kevin Shendo, Howard Paden

10:30 am – 12:00 pm

Relieving Stress through Your 5 Senses

Mitch Factor

Managing Depression and Stress: Practical Tips and Strategies for Staff in HS and EHS

Alma Sandoval, Manisha Tare

A recent study showed that childcare professionals endured higher rates of depression and stress during the pandemic. If you come to this session, you will be able to recognize symptoms of depression and stress and learn some essential tools and strategies to support your physical and mental well-being. Our goal will be to help you reconnect with your why for working with children and families.

Make Your Own Game Activity

Rebecca Goff

Card and board games are a great activity for incorporating learning elements such as history, culture and language. We at Native Teaching Aids have been collaborating, creating, and developing many materials for the past ten years, and it started with a card game. Participants will be involved in a game development class appropriate for younger ages. Participants will learn how to incorporate this activity into their own classes, by being led step by step from inception to creation of their own board or card game. All supplies are provided for this activity, just come with a creative mind!

Using Brain Science to Inspire and Motivate Education Staff

Vanessa Maanao-French, Renetta Goeson

Early learning leaders play an important role in encouraging and inspiring staff to do their best work. So, how do you create and sustain motivation and commitment to high-quality service when the work is challenging and at times stressful? Join us to discover how responsive relationships and strategies rooted in brain science can answer that question.

Wuŋyaŋpi! – Let's Paint!

Vanessa Goodthunder

You've done a lot for your oyate (people). Now let's do something for you. Let's paint, let's laugh, and let's just relax. Paint a picture while listening to the story of how the horse came to the Dakota people in an interactive paint session. We will give you paint, brushes, and a canvas. The rest is completely up to you. Follow along to the story and the instructor OR paint whatever you want while listening. Just relax and be together as relatives. Bring it home and remember the memories that were created and the importance of you.

Let's get moving again! Physical Activity Kit...Staying on the Active Path in Native Communities...A Lifespan Approach

Theresa Clay, Taryn Watson

PAK contains Modified American Indian Games, Challenges, Exercise Breaks, and Family Events to encourage people of all ages to be more physically active in schools, Head Start programs, elder centers, youth organizations, and communities. PAK is based on best and promising practices to increase physical activity. The goal of PAK is to increase the time American Indians and Alaskan Natives spend in moderate to vigorous physical activity for all ages across the lifespan.

Mindfulness, Meditation, and Movement

Anna Laboe

Using guided mindfulness and meditation along with chair yoga, you will learn how the mind and body are connected and have a symbiotic relationship. When one is calm, the other will naturally follow.

12:30 pm – 2:30 pm

Closing Session