

Weaving Together AIAN Teachings for a Stronger Tomorrow

31st National Indian Head Start Directors Association Management Training Conference

The goal of this conference is to present pre-intensives and workshops to assist programs with emerging accountability across all levels of management and leadership.

June 27-30, 2022

WHO SHOULD ATTEND

Directors, Management Teams, Teaching Staff, Policy Council Members and Tribal Leaders.

Tigard, OR

Conference Cost

		Main Conference	Pre- Conference Intensive	Both
NIHSDA MEMBER	Early Registration	\$450	\$300	\$700
	After June 3	\$525	\$375	\$850
NON-MEMBER	Early Registration	\$575	\$300	\$825
	After June 3	\$675	\$375	\$1,000

Conference Agenda

Monday, June 27, 2022	
7:00 am—5:00 pm	Registration
9:00 am – 4:00 pm	Pre-Conference Intensives
Tuesday, June 28, 2022	
8:30 am – 10:00 pm	Opening Session
10:30 am—12:00 pm	Workshops
12:15 pm—1:15 pm	Zone Lunch
1:30 pm – 3:00 pm	Workshops
3:30 pm – 5:00 pm	Workshops
6:30 pm—7:30 pm	Cultural Activity: Basket Weaving
Wednesday, June 29, 2022	
8:30 am – 10:00 am	General Session/Workshops
10:30 am – 12:00 pm	Workshops
12:00 pm—1:30 pm	Membership Meeting/Lunch
1:30 pm – 3:00 pm	Workshops
3:30 pm – 5:00 pm	Workshops
7:00 pm - 9:00 pm	Performance Standards Quiz Bowl
Thursday, June 30, 2022	
8:30 am – 10:00 am	Workshops
10:30 am – 12:00 pm	Workshops
12:30 pm—2:00 pm	Closing Lunch

Special Conference Activities

SILENT AUCTION

Support the NIHSDA Native Child/Family Advocacy Fund by bringing great cultural items from your program to donate to the Silent Auction.

GRAND ENTRY—PARADE OF PROGRAMS

To celebrate finally returning to in-person, programs attending the conference are welcome to bring a flag, banner, or large sign representing their program and parade in during opening session.

ZONE LUNCH

All attendees are invited to have lunch on Tuesday, June 28, 12:15—1:15 pm, with their NIHSDA Zone Representative to discuss any issues or concerns and connect with others in their area.

CULTURAL ACTIVITY: Basket Weaving

Tuesday evening the Hazel Pete Institute of Chehalis Basketry will host an introductory session on weaving for conference participants as well as how to incorporate these traditional practices into your curriculum.

ANNUAL MEMBERSHIP MEETING

We would like to invite those directors who are NIHSDA members to the Annual Membership meeting, Wednesday, June 29, 12:00 pm—1:30 pm. If the director is not able to attend, a substitute may attend in their place.

PERFORMANCE STANDARDS QUIZ BOWL

Does your staff know their stuff? NIHSDA is inviting programs to bring a team of 4 to compete in a Head Start Performance Standards Quiz Bowl. Teams will compete Wednesday night for a spot in the finals on Thursday morning.

Register your teams [here](#).

**Click Here for Online
Registration**



Watch for more conference information at our website www.nihsda.org

For questions call us at 405-360-2919.

Travel Information



Hotel:

Embassy Suites by Hilton Portland

Washington Square

9000 SW Washington Square Road, Tigard, OR 97223

Reservations: 503-644-4000

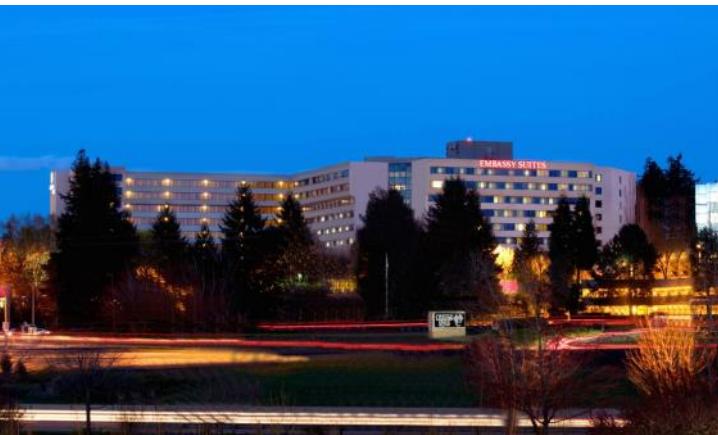
Request the National Indian Head Start Directors Association block.

Room Rates: \$135 (single/double), \$15 per additional occupant 21 years and older, plus 13.3% tax.

The special conference rates are available until **Friday, June 3, 2022**. Reserve your room early; we can not guarantee you a room at the conference rate after June 3.

Check-in time is 4:00 pm and check-out time is 12:00 pm.

- Steps from [Washington Square](#) retail
- Free made-to-order breakfast
- Complimentary evening reception
- Free parking
- On-site restaurant
- Indoor pool
- Fitness center
- Business center



Airport:

Portland International Airport (PDX)

7000 NE Airport Way, Portland, OR 97218

Call or Text 503-460-4234

Travel Distance: Approximately 20 miles/40 minutes



Transportation:

<https://www.flypdx.com/GroundTransportation>

Taxi - \$63 (estimate)

Lyft/Uber - \$45 (estimate)

\$ Special Fiscal Track *\$*

As a part of this year's conference, NIHSDA is offering a special Fiscal track . We encourage programs to send their fiscal staff and even attend as a team. (The Pre-Conference Intensive must be registered for in addition to the Main Conference)

Monday, June 27, 2022 | Pre-Conference Intensive

OMB's Uniform Guidance Regulations Overview (9:00 am—4:00 pm)

After an introduction and discussion of the laws and regulations, there will be a discussion of the general provisions and administrative requirements. We'll focus on these key areas: Standards for financial management systems and internal controls; Procurement, property and equipment; Budgets; and Reporting and record retention requirements. The cost principles cover the costs that a grant-funded program can charge to federal grant awards. General principles, allowable costs, unallowable costs, and costs that require prior approval will be discussed. We'll also discuss all changes in regard to cost allocation and selected items of cost. In addition, we'll discuss changes in audit requirements coming with implementation of the new regulations.

Tuesday, June 28, 2022 | Main Conference

Foundations for New HS and EHS Leaders: Fiscal Basics (Part 1: 10:30 am—12:00 pm) (Part 2: 1:30 pm—3:00 pm)

Strong fiscal systems are key to a healthy program and require that program leaders understand fiscal basics related to program operations. During this two-part session we will discuss foundational fiscal topics including developing budgets, ensuring budgets reflect program goals and priorities, developing cost allocation plans, understanding match requirements, and generating in-kind contributions. We will also discuss both fiscal monitoring and reporting from the program perspective. Participants will be introduced to tools and resources available to support program leaders in understanding and implementing fiscal systems.

Program Governance: Tribal Council's Fiscal Oversight Role (3:30 pm—5:00 pm)

Tribal Council's oversight of Head Start is integral to the successful implementation of the program's goals and objectives necessary to meet positive outcomes for children and families. The role of the Tribal Council in conjunction with program management and fiscal operations is to maximize Head Start grant and other resources to meet those positive outcomes. In this session participants will explore strategies that strengthen the communication between leadership and the program to ensure that timely and accurate program and fiscal data is provided to the Tribal Council.

Wednesday, June 29, 2022 | Main Conference

Strengthening Financial Management Systems: Internal Controls (10:30 am—12:00 pm)

Internal financial controls are the systems put in place by recipient organizations to ensure that program resources are safeguarded from fraud, waste, and abuse. In this session participants will explore the five strategies to ensure that internal controls are effective and the objectives that drive an auditor's test of those controls. In addition, participants will discuss how monitoring

assists grantees in the oversight of federal funds and the regulations related to fiscal reporting.

Fiscal Data: Recordkeeping & Reporting (1:30 pm—3:00 pm)

Foundational to a recipient's sound fiscal management system are the federal financial reporting requirements of the SF-425, SF-428, and SF-429. These financial reports help tell a recipient's story and highlight its priorities. In this session recipients will explore data strategies that will enable them to use their operational funds and the \$2 Billion of CARES, CRRSA, and ARP funds to provide opportunities for recipient organizations to implement strategies that effectively deal with the impact of COVID-19 on comprehensive service delivery for the successful transition to full in-person services. In addition, recipients will explore strategies to determine and prioritize program needs, identify unexpended budget balances, and reallocate resources to meet those needs.

Strengthening Financial Management Systems: Cost Allocation (3:30 pm—5:00 pm)

Cost allocation is an integral part of effective fiscal management. It is the process of assigning the shared cost of an item, goods, or services between two or more programs based on the benefits received. This session will broaden grantees' understanding of cost allocation and explore how it supports accurate fiscal planning, budgeting, and reporting.

Thursday, June 30, 2022 | Main Conference

American Rescue Plan Funding: Putting Your Money to Work (8:30 am—10:00 am)

The \$2 Billion of CARES, CRRSA, and ARP funds provides a unique opportunity for recipient organizations to implement strategies that effectively deal with the impact of COVID-19 on comprehensive service delivery and ultimately for the successful transition to full in-person services. Whether it's to address infrastructure facility, technology, or equipment concerns; human resources return to work and staff wellness strategies; or implementing successful community outreach programs, this session will examine the data used to support the flexibilities, guidelines, and reporting requirements. Recipients will explore data strategies that will enable them to use these funds in a way that is allowable, reasonable, and justifiable.

Fiscal Bits and Bytes (10:30 am—12:00 pm)

Join us to wrap up the Fiscal track with an opportunity to discuss your specific questions with the RXI Regional Manager and Grants Management Officer.

Room	Monday 9:00a-4:00p June 27	Tuesday 10:30a – 12:00p June 28	Tuesday 1:30p – 3:00p June 28	Tuesday 3:30p – 5:00p June 28
Umpqua River	OMB's Uniform Guidance Regulations Overview Katherine Eilers	Foundations for New HS and EHS Leaders: Fiscal Basics (Part 1) Ron Ransom	Foundations for New HS and EHS Leaders: Fiscal Basics (Part 2) Ron Ransom, Ronda Ritchie	Program Governance: Tribal Council's Fiscal Oversight Role (PMFO)
Rogue River	NIEA Indigenous Empowerment & Resilience Training, KAIROS Blanket Exercise	Foundations for New HS and EHS Leaders: Updating the Community Assessment Annually to Reflect Current Status Darlene Zacherle, Patricia Banks	ERSEA: It is all of our Business! (Part 1) Dr. Betsy McDougall, Darlene Zacherle	ERSEA: It is all of our Business! (Part 2) Dr. Betsy McDougall, Darlene Zacherle
Crooked River	Experiencing Disabling Conditions: An Abilities Awareness Event Meg Kinane	Building Strong Health Leaders in Head Start (Part 1) Gil Gonzales, Lynn Bowen	Building Strong Health Leaders in Head Start (Part 2) Gil Gonzales, Lynn Bowen	Building Strong Health Leaders in Head Start (Part 3) Gil Gonzales, Lynn Bowen
Metolius River	Solid Leadership Through Healthy Communication Mitch Factor	PY 2021-22: Tracking Progress Toward Program Goals Carol Bellamy, Betsy McDougall	Family Partnerships: Focusing on the Process of Building Meaningful Relationships with Families (Part 1) Racquel Martinez, Patrice Griffin	Family Partnerships: Focusing on the Process of Building Meaningful Relationships with Families (Part 2) Racquel Martinez, Patrice Griffin
John Day River	Cultural Considerations When Using CLASS in Region XI Programs	Growth Mindset vs. Fixed Mindset: Developing Positive Outlooks Patrice Griffin, Ronda Ritchie	Reactive to Reflective: How Reflective Supervision Supports Staff Wellness Manisha Tare, Carol Bellamy	Staff Wellness: Then & Now Manisha Tare, Ronda Ritchie
Willamette River		Connecting with Nature: Using the Natural World to Support Children's Development, Culture, and Language Renetta Goeson, Dawson Nichols	The 5Rs as a Wellness and Staff Retention Strategy Vanessa Maanao-French	School Readiness Goals: Tracking Progress Towards Expected Child Outcomes Carol Bellamy
Sandy River		The Three Generation Approach: Supporting Grandparents Raising Their Grandchildren Racquel Martinez	Preventing and Responding to Challenging Behavior (Part 1) Amy Foster Wolferman, Marilyn Zimmerman	Preventing and Responding to Challenging Behavior (Part 2) Amy Foster Wolferman, Marilyn Zimmerman
Hood River		Innovative STEAM coaching Maria Teresa Ruiz	SHARED LEADERSHIP: Where to Begin? (Part 1) Janet Humphries, Genevieve Jaramillo-Padilla, Stan Coriz	SHARED LEADERSHIP: Where to Begin? (Part 2) Janet Humphries, Genevieve Jaramillo-Padilla, Stan Coriz

Room	Wednesday 10:30a – 12:00p June 29	Wednesday 1:30p – 3:00p June 29	Wednesday 3:30p – 5:00p June 29	Thursday 8:30a – 10:00a June 30	Thursday 10:30a – 12:00p June 30
Umpqua River	Strengthening Financial Management Systems: Internal Controls (PMFO)	Fiscal Data: Recordkeeping & Reporting (PMFO)	Strengthening Financial Management Systems: Cost Allocation (PMFO)	American Rescue Plan Funding: Putting Your Money to Work (PMFO)	Fiscal Bits and Bytes Todd Lertjuntharangool, David Kadan
Rogue River	Foundations for HS and EHS Directors: Conducting an Annual Self- Assessment During the Pandemic Darlene Zacherle, Gil Gonzalez	When Life Hands you Lemons... You take three deep breaths and take care of yourself Melinda Hansen, Marcel Rivera	Economic & demographic trends in Indian County Vincent Rinehart	Using Data to Inform Program Options and Service System Design Mark Mazon, Nicole Holman-Alexander	Talent Acquisition Mark Mazon, Nicole Holman-Alexander
Crooked River	Content Creation for Culture and Language Preservation Barrie Gardiner, Gene Shi	Inclusive Play with Young Athletes Jennifer Hansen	Understanding the Disabilities Process Mike Richardson	The Car Seats on the Bus Go CLICK, CLICK, CLICK Melinda Hansen	Honoring our journeys: Sharing Stories and Strategies for a Stronger Tomorrow Jennifer Olson, Alejandra Davis, Leslie Maxfield
Metolius River	Beginning with the Basics: Supporting Family Services Staff with PFCE Onboarding and Orientation Jennifer Olson, Alejandra Davis, Leslie Maxfield	Navigating Conversations: Supporting Families in Changing Times Jennifer Olson, Alejandra Davis, Leslie Maxfield	Using Laughter to Lead, Because Laughter is Medicine Kassy Lopez	TRAUMA AND RESILIENCE: Drivers of Children's Behavior (Part 1) Janet Humphryes	TRAUMA AND RESILIENCE: Drivers of Children's Behavior (Part 2) Janet Humphryes
John Day River	Data driven approaches to Community Assessment Vincent Rinehart	De-escalation Techniques: Dealing with difficult people/ parents for Early Childhood Professionals Ronald Roszak	Bringing the Conversation Guide for Professionals on Substance Use to Head Start Anne Auld, Candace Shelton	+Language is Medicine: Early Identification and Prevention of Developmental Delay Amongst Diné (Navajo) Children Joshua Allison-Burbank, Taylor Bille	Program Performance Standards Quiz Bowl Finals
Willamette River	New Director Roundtable Todd Lertjuntharangool, Program Specialists, and AIAN Directors	COACHING FOR CHANGE: Developing a Coaching Mindset (Part 1) Janet Humphryes, Genevieve Jaramillo-Padilla, Stan Coriz	COACHING FOR CHANGE: Developing a Coaching Mindset (Part 2) Janet Humphryes, Genevieve Jaramillo-Padilla, Stan Coriz	Developing a Sustainable Language Revitalization Program Mike Richardson	
Sandy River	Caring for the Caregiver (Part 1) Amy Foster Wolferman, Marilyn Zimmerman	Caring for the Caregiver (Part 2) Amy Foster Wolferman, Marilyn Zimmerman	ChildPlus Software: Utilizing ONE System to Track School Readiness Goals Jose Martinez	The Importance of Intentionality in the Preschool Classroom Tracey Roden	
Hood River	Honoring All Children, Supporting Highly Individualized Teaching and Learning Using the 15-minute In-Service Suites Renetta Goeson, Beth Vorhaus	Putting a Lens on STEM Sheryl Hammock, Heather Stelzer	Intentional Environments: Setting the Stage for Learning Laura Delgado	Onboarding Supports for New Staff: Exploring Practice-Based Coaching and the Individualized Professional Development (iPD) Portfolio Donna Ruland, Ragan McLeod	

Session Descriptions

PRE-CONFERENCE INTENSIVES

Monday, June 27, 2022, 9:00 am - 4:00 pm

OMB's Uniform Guidance Regulations Overview

Katherine Eilers

After an introduction and discussion of the laws and regulations, there will be a discussion of the general provisions and administrative requirements. We'll focus on these key areas: Standards for financial management systems and internal controls; Procurement, property and equipment; Budgets; and Reporting and record retention requirements. The cost principles cover the costs that a grant-funded program can charge to federal grant awards. General principles, allowable costs, unallowable costs, and costs that require prior approval will be discussed. We'll also discuss all changes in regard to cost allocation and selected items of cost. In addition, we'll discuss changes in audit requirements coming with implementation of the new regulations.

NIEA Indigenous Empowerment & Resilience Training

The NIEA Indigenous Empowerment & Resilience Training, the KAIROS Blanket Exercise program is a unique, participatory history lesson — developed in collaboration with Indigenous Elders, knowledge keepers and educators — that fosters truth, understanding, respect and reconciliation among Indigenous and non-indigenous peoples.

Experiencing Disabling Conditions: An Abilities Awareness Event

Meg Kinane

This presentation will help you experience first-hand some of the challenges our amazing kids face and work to overcome daily. Whether you're a teacher, parent, provider or volunteer, we promise you'll walk away with an appreciation and understanding of how you can make a positive difference.

Solid Leadership Through Healthy Communication

Mitch Factor

The way we communicate with each other can be a positive or a negative experience. If you look back at previous years and you found your program wasn't running smooth due to communication issues, then this break out is for you. Join Native American Comedian Mitch Factor on a path to create a solid healthier communication foundation. Topics include less stress when communicating, balanced talking and listening, problem solving, creating a positive atmosphere to allow input, raising family involvement numbers through communication and gossiping and breaking confidentiality to name a few. Be prepared to laugh while getting the tools to create a healthier environment through communication.

Cultural Considerations When Using CLASS in Region XI Programs

This interactive training will focus on providing information important for understanding the unique cultural contexts of Region XI programs. The training will be led by experts from the Tribal Early Childhood Research Center.

MAIN CONFERENCE

Tuesday, June 28, 2022, 10:30 am - 12:00 pm

Foundations for New HS and EHS Leaders: Fiscal Basics (Part 1)

Ron Ransom

Strong fiscal systems are key to a healthy program and require that program leaders understand fiscal basics related to program operations. During this two-part session we will discuss foundational fiscal topics including developing budgets, ensuring budgets reflect program goals and priorities, developing cost allocation plans, understanding match requirements, and generating in-kind contributions. We will also discuss both fiscal monitoring and reporting from the program perspective. Participants will be introduced to tools and resources available to support program leaders in understanding and implementing fiscal systems.

Foundations for New HS and EHS Leaders: Updating the Community Assessment Annually to Reflect Current Status

Darlene Zacherle, Patricia Banks

The required annual community assessment update described in 45 CFR §1302.11(b)(2) is critical for identifying changing demographics that may necessitate program adjustments. During the session we will introduce the "Pandemic Programmatic and Community Update Matrix" tool and explore the impact of the pandemic on community assessment and thus on program needs. Programs can use this matrix to describe and document the effects of the pandemic on program operations and services. This programmatic and community update can also help grantees determine the impact of the pandemic on the children and families they serve. This tool promotes strategic planning through a series of guiding questions that help grantees articulate program and funding needs, informs, and guides their response during the pandemic, and supports them as they restore services. There will be opportunities for discussions with peers on strategies for updating community assessments during the session.

Building Strong Health Leaders in Head Start (Part 1)

Gil Gonzales, Lynn Bowen

Effective management of the health component is an essential duty of any Health Manager in a Head Start or Early Head Start program. This series of 3, 90-minutes sessions, will provide a comprehensive review of performance standards, roles, responsibilities, tracking, monitoring and reporting requirements in the health component. If you are responsible for the health component, you don't want to miss these sessions!

PY 2021-22: Tracking Progress Toward Program Goals

Carol Bellamy, Betsy McDougall

The health and safety of staff, families, and children is the highest priority for Head Start and Early Head Start programs. In today's session, we explore tracking progress towards program goals during these challenging times. Program Leaders know the importance of program goals and how they ensure high-quality comprehensive services, but our current situation has many wondering how to adjust tracking progress. Due to local health

Session Descriptions

conditions, programs have been alternating between in-person services, virtual or remote services, or some combination of the two. Join our session as we explore data, tools, and methods for tracking progress toward your objectives and expected outcomes.

Growth Mindset vs. Fixed Mindset: Developing Positive Outlooks

Patrice Griffin, Ronda Ritchie

This session will explore how mindset influences our attitudes and decision making processes as well as hinder or enhance personal and professional relationships. The way we think about our intellect and talents not only affects the way we feel, it can also affect what we achieve. During this session, we will explore how people can develop a different outlook over time. Participants will have the opportunity to take a mindset quiz, engage in discussion and reflection, and conclude with strategies for developing a growth mindset.

Connecting with Nature: Using the Natural World to Support Children's Development, Culture, and Language

Renetta Goeson, Dawson Nichols

Outdoor learning environments provide opportunities for fresh air and large spaces to learn. Whether you head outside or bring the outdoors in, the natural world is full of exciting learning opportunities. Join this session to find out what research says about using nature as a tool to support children's development across Head Start Early Learning Outcomes Framework (ELOF) domains and how to make culture and language the center of planning your learning environments by using Making It Work, a tool designed to honor the unique traditional cultural skills, values, beliefs, and lifeways of tribal nations. In this session, education managers and management staff will explore the benefits of creating outdoor learning environments and resources to support the development of cost-effective spaces that are reflective of the culture and language of the community.

The Three Generation Approach: Supporting Grandparents Raising Their Grandchildren

Racquel Martinez

Many grandparents are the primary caregivers for their grandchildren. Although this can be a rewarding experience, there can also be unique challenges. Join us in this session as we discuss the changing roles of grandparents and explore strategies for building supportive, trusting and ongoing relationships that lead to meaningful engagement.

Innovative STEAM coaching- From data collection to improving children's outcomes. Using virtual practice-based coaching to elevate educational practices.

Maria Teresa Ruiz

Elevating educational practices is not an easy task. Reflective conversations, teachers' engagement, and action planning are crucial components to create a culture of 'investing' in best practices. This workshop illustrates how to utilize Science, Technology, Engineering, Art, and Math (STEAM) approach to improve children's outcomes through Practice-Based Coaching

(Innovative STEAM coaching!). This presentation will guide you step by step on how to use your data to select a practice of focus and will provide you strategies to engage educators in transformative reflective sessions that can be done virtually!!

Tuesday, June 28, 2022, 1:30 pm - 3:00 pm

Foundations for New HS and EHS Leaders: Fiscal Basics (Part 2)

Ron Ransom, Ronda Ritchie

Strong fiscal systems are key to a healthy program and require that program leaders understand fiscal basics related to program operations. During this two-part session we will discuss foundational fiscal topics including developing budgets, ensuring budgets reflect program goals and priorities, developing cost allocation plans, understanding match requirements, and generating in-kind contributions. We will also discuss both fiscal monitoring and reporting from the program perspective. Participants will be introduced to tools and resources available to support program leaders in understanding and implementing fiscal systems.

ERSEA: It is all of our Business! (Part 1)

Dr. Betsy McDougall, Darlene Zacherle

Everyone involved in Head Start and Early Head Start has a connection to ERSEA (Enrollment, Recruitment, Selection, Eligibility, and Attendance). By building on lessons learned during the pandemic, programs can "lean into each other for strength and innovative ideas" to prioritize ERSEA and achieve full enrollment. During this 90 minute session we will take a close look at eligibility and discuss how to develop and implement systems to ensure identification and enrollment of children and families with the greatest need for Head Start services. We will also look at recruitment strategies with new gusto and fresh perspectives that highlight the unique aspects of Tribal Head Start programs. Discussions will include "fresh" recruitment practices that are year round, data informed, and measurable.

Building Strong Health Leaders in Head Start (Part 2)

Gil Gonzales, Lynn Bowen

Effective management of the health component is an essential duty of any Health Manager in a Head Start or Early Head Start program. This series of 3, 90-minutes sessions, will provide a comprehensive review of performance standards, roles, responsibilities, tracking, monitoring and reporting requirements in the health component. If you are responsible for the health component, you don't want to miss these sessions!

Family Partnerships: Focusing on the Process of Building Meaningful Relationships with Families (Part 1)

Racquel Martinez, Patrice Griffin

Part One: The positive goal-directed relationships staff form with parents can strengthen the relationships parents have with their children. This session will focus on engaging in relationship-based practices with families during the family partnership process.

Session Descriptions

Reactive to Reflective: How Reflective Supervision Supports Staff Wellness

Manisha Tare, Carol Bellamy

This session will offer an overview of the connection between reflective supervision and staff wellness and the positive impact on staff mental health and child outcomes. Participants will be guided through learning experiences to build and expand their reflective capacity in both novice and senior staff. We will explore how to integrate reflective practices into programs at various levels in order to build community, trust, and improve overall program outcomes.

The 5Rs as a Wellness and Staff Retention Strategy

Vanessa Maanao-French

Join us as we weave together and examine the core principles of the 5Rs: Reason, Resources, Responsive Relationships, Reflective Dialogues, and Recognition. The 5Rs describe the purpose behind the efforts of effective early learning leaders, and the practices they put into action to promote quality teaching and learning. We will discuss specific practices early learning leaders can leverage to nurture staff well-being and build workplace communities that promote staff retention. In this session, we will also make connections to culture and Indigenous knowledge by providing time to share and reflect.

Preventing and Responding to Challenging Behavior (Part 1)

Amy Foster Wolferman, Marilyn Zimmerman

Dealing with challenging behaviors is part of the job for an early childhood educator, but it can be frustrating and exhausting. This session will focus on prevention and intervention strategies to help reduce incidents of challenging behavior and support our young learners in developing healthy social and behavioral skills. Classroom strategies and resources will be shared.

SHARED LEADERSHIP: Where to Begin? (Part 1)

Janet Humphryes, Genevieve Jaramillo-Padilla, Stan Coriz

Who are the leaders in your program? When staff feel empowered to do what they know they need to do instead of waiting to be told what to do, both productivity and job satisfaction increase. Additionally, when individuals feel that they have a place at the table, an impact on the organization and that they have some power and responsibility, they have a greater desire for success. Goals become more personal to them, and people naturally work harder at anything they are personally invested in. In this session we will use evidence- and research-based practices to elevate thinking and action in more systemic and generative ways, and create plans for transforming programs into more responsive communities.

Tuesday, June 28, 2022, 3:30 pm - 5:00 pm

Program Governance: Tribal Council's Fiscal Oversight Role

Tribal Council's oversight of Head Start is integral to the successful implementation of the program's goals and objectives necessary to meet positive outcomes for children and families. The role of the Tribal Council in conjunction with program management and fiscal operations is to maximize Head Start grant and other resources to meet those positive outcomes. In this session participants will explore strategies that strengthen

the communication between leadership and the program to ensure that timely and accurate program and fiscal data is provided to the Tribal Council.

ERSEA: It is all of our Business! (Part 2)

Dr. Betsy McDougall, Darlene Zacherle

Part 2 of the "ERSEA is All of our Business! journey will focus on strengthening systems for effective selection, enrollment and attendance based on current needs of families and AIAN communities. Any unenrolled slot is a lost opportunity for a family in need. Together we will explore thoughtful selection policies and ways to engage the Policy Council and Tribal Council in the development of selection criteria. Participants will consider the impact of timely enrollment processes, ways to maintain full enrollment and strategies to support full attendance. We will also talk about required ERSEA training. Head Start is moving forward on an ERSEA Journey to full enrollment.

Building Strong Health Leaders in Head Start (Part 3)

Gil Gonzales, Lynn Bowen

Effective management of the health component is an essential duty of any Health Manager in a Head Start or Early Head Start program. This series of 3, 90-minutes sessions, will provide a comprehensive review of performance standards, roles, responsibilities, tracking, monitoring and reporting requirements in the health component. If you are responsible for the health component, you don't want to miss these sessions!

Family Partnerships: Focusing on the Process of Building Meaningful Relationships with Families (Part 2)

Racquel Martinez, Patrice Griffin

Part Two: Strong, meaningful, and authentic relationships between a staff member and family is the cornerstone of an effective Family Partnership Process. Planning and goalsetting with individual families is critical to achieving positive outcomes for children and families. This session will walk participants through the seven steps of goal setting.

Staff Wellness: Then & Now

Manisha Tare, Ronda Ritchie

Just like children, adults need time to decompress and process constant change. What used to work for staff wellness may not work anymore. In this session, participants will explore various strategies that support wellness, balance and emotional resilience in the work place. They will be invited to review their program design and identify tangible trauma informed practices that they can embed throughout the program to create a supportive work environment for staff.

School Readiness Goals: Tracking Progress Towards Expected Child Outcomes

Carol Bellamy

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 begin with

Session Descriptions

using existing reliable and relevant data as baseline data for reporting progress in achieving SR in your grant application.

Preventing and Responding to Challenging Behavior (Part 2)

Amy Foster Wolferman, Marilyn Zimmerman

Dealing with challenging behaviors is part of the job for an early childhood educator, but it can be frustrating and exhausting. This session will focus on prevention and intervention strategies to help reduce incidents of challenging behavior and support our young learners in developing healthy social and behavioral skills. Classroom strategies and resources will be shared.

SHARED LEADERSHIP: Where to Begin? (Part 2)

Janet Humphryes, Genevieve Jaramillo-Padilla, Stan Coriz

Who are the leaders in your program? When staff feel empowered to do what they know they need to do instead of waiting to be told what to do, both productivity and job satisfaction increase. Additionally, when individuals feel that they have a place at the table, an impact on the organization and that they have some power and responsibility, they have a greater desire for success. Goals become more personal to them, and people naturally work harder at anything they are personally invested in. In this session we will use evidence- and research-based practices to elevate thinking and action in more systemic and generative ways, and create plans for transforming programs into more responsive communities.

Wednesday, June 29, 2022, 10:30 am - 12:00 pm

Strengthening Financial Management Systems: Internal Controls

Internal financial controls are the systems put in place by recipient organizations to ensure that program resources are safeguarded from fraud, waste, and abuse. In this session participants will explore the five strategies to ensure that internal controls are effective and the objectives that drive an auditor's test of those controls. In addition, participants will discuss how monitoring assists grantees in the oversight of federal funds and the regulations related to fiscal reporting.

Foundations for HS and EHS Directors: Conducting an Annual Self-Assessment During the Pandemic

Darlene Zacherle, Patricia Banks

While the community assessment is essential for developing program goals, the annual self-assessment takes a different look at data to assess program operations. Conducted once each year, the self-assessment uses ongoing monitoring data to ensure that the program is on track toward accomplishing its goals and is operating in accordance with the HSPPS. The self-assessment helps Head Start leaders understand the effectiveness of program operations and provides the mechanism for ensuring programs are doing the right things and gives programs a chance to identify and make necessary course corrections based on the assessment.

Content Creation for Culture and Language Preservation

Barrie Gardiner, Gene Shi

How can content creation assist Tribal communities with cultural and language preservation?

Looking at how Learning Genie can help Tribal Agencies to assist them with creating content in their native language which can then be shared by teachers for home learning activities with parents.

Beginning with the Basics: Supporting Family Services Staff with PFCE Onboarding and Orientation

Jennifer Olson, Alejandra Davis, Leslie Maxfield

This session will provide participants with tools and strategies to assist in embracing 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. The conversation will be anchored in the arrows of the PFCE Framework with an intentional focus on culture and language through relationship-building.

Data driven Approaches to Community Assessment

Vincent Rinehart

In this workshop, the presenter will provide attendees with digital and printed copies of graphs and tables that compare data points in their PIR to state and national PIRs. This is the first step toward answering the Performance Standards Community Assessment section 1302.11(b) (ii) (iii) & (vi). The presenter will also provide the latest Census data for each attendee's community that will help answer 1302.11(b) (i). The workshop will cover data analysis techniques and inform the program's 5-year planning cycle, long-term goals, delivery of services, and program design. Attendees should expect to leave this workshop with material that can go directly into their program's Community Assessment.

New Director Roundtable

Todd Lertjuntharangool, Program Specialists, and AIAN Directors
Being an AIAN Head Start/Early Head Start is hard work. You can thrive and make a significant difference in the lives of children and families with the right support. Come get the answers to burning questions from those doing the work during this roundtable discussion with other directors, the Region XI program manager and program specialists.

Caring for the Caregiver (Part 1)

Amy Foster Wolferman, Marilyn Zimmerman

Educating and caring for young children can be so rewarding and also quite exhausting. Our little ones have high energy, high needs, and often bring with them the impacts of stressful and traumatic life experiences, all of which can have an impact on us, the caregivers/teachers. In order to sustain ourselves in this profession, it's important to work protectively and maintain our own wellbeing. This session will focus on understanding stress and secondary traumatic stress as well as highlight personal and professional self-care strategies.

Honoring All Children, Supporting Highly Individualized

Teaching and Learning Using the 15-minute In-Service Suites

Renetta Goeson, Beth Vorhaus

Education managers, join this session to learn how the 15-minute In-service Suites can help busy teachers find strategies to

Session Descriptions

increase the participation of all children through individualization and support to children who may need more support or challenge. Explore examples that illustrate what the individualization strategies look like in the classroom.

Wednesday, June 29, 2022, 1:30 pm - 3:00 pm

Fiscal Data: Recordkeeping & Reporting

Foundational to a recipient's sound fiscal management system are the federal financial reporting requirements of the SF-425, SF-428, and SF-429. These financial reports help tell a recipient's story and highlight its priorities. In this session recipients will explore data strategies that will enable them to use their operational funds and the \$2 Billion of CARES, CRRSA, and ARP funds to provide opportunities for recipient organizations to implement strategies that effectively deal with the impact of COVID-19 on comprehensive service delivery for the successful transition to full in-person services. In addition, recipients will explore strategies to determine and prioritize program needs, identify unexpended budget balances, and reallocate resources to meet those needs.

When Life Hands You Lemons...You Take 3 Deep Breaths and Take Care of Yourself

Melinda Hansen, Marcel Rivera

The COVID-19 pandemic forced us into isolation and an unexpected virtual learning and work environment. Therefore, we needed to adapt to a "new normal" and prioritize our initiatives. Although safety has always been a priority at the Early Childhood Education Center (ECEC), leadership made a decision to focus on strengthening relationships and self-care. Join us as we discuss the impact of trauma informed care and self-care practices on staff's well-being. Participants will be provided with an opportunity to experience guided self-care activities.

Inclusive Play with Young Athletes

Jennifer Hansen

Special Olympics is known around the world for offering high quality sports experiences for people with intellectual disabilities, but did you know they also offer early childhood programming? Special Olympics Young Athletes is a sport and play program for children with and without intellectual disabilities (ID), ages 2 to 7 years old. Young Athletes introduces basic sport skills, like running, kicking and throwing. Young Athletes offers families, teachers, caregivers and people from the community the chance to share the joy of sports with all children. In this session you will be provided with an overview of this amazing and free program that can transform your Head Start classroom.

Navigating Conversations: Supporting Families in Changing Times

Jennifer Olson, Alejandra Davis, Leslie Maxfield

Supporting the strengths and needs of children and families in changing times is not an easy task. The effort requires staff and families to work together to keep programs open and help children and adults stay healthy. In this session, participants will practice navigating conversations with families while creating

the space for genuine growth, kindness, and connection.

De-escalation Techniques: Dealing with difficult people/parents for Early Childhood Professionals

Ronald Roszak

Frustrations are at all time highs throughout our country leading to uncomfortable confrontations and violent encounters in schools and early childhood care facilities. Parents are faced with many new COVID protocols and mandates which have led to many arguments and disagreements with Staff members. Violent acts and domestic abuse are at historical highs, both of which can impact Staff interaction with their member families. This course will provide and detail the basics of de-escalation techniques. These techniques can be used when dealing with angry and unruly individuals to diffuse potentially dangerous situations. Attendees will gain knowledge and techniques to ensure their own safety and the safety of the children in their care.

COACHING FOR CHANGE: Developing a Coaching Mindset (Part 1)

Janet Humphries, Genevieve Jaramillo-Padilla, Stan Coriz

Coaching too often is offered as an isolated practice and often based on an individual's areas of concern or weaknesses; this has resulted in teacher attitudes of feeling they need to be fixed, further plunging self-esteem levels, and potentially decreasing quality of services to children and families. Using a coaching mindset throughout the entire program, rather than simply hiring a coach, results in a dynamic community of learners. What are some basic and intermediary coaching skills needed to make this happen? What do trust, boundaries, effective communication, power in relationships, generative listening, powerful questioning, and the parallel process have to do with developing a coaching mindset? Participants will explore and practice each of these coaching skills and develop a plan for embedding a coaching mindset into daily practices.

Caring for the Caregiver (Part 2)

Amy Foster Wolferman, Marilyn Zimmerman

Educating and caring for young children can be so rewarding and also quite exhausting. Our little ones have high energy, high needs, and often bring with them the impacts of stressful and traumatic life experiences, all of which can have an impact on us, the caregivers/teachers. In order to sustain ourselves in this profession, it's important to work protectively and maintain our own wellbeing. This session will focus on understanding stress and secondary traumatic stress as well as highlight personal and professional self-care strategies.

Putting a Lens on STEM

Sheryl Hammock, Heather Stelzer

Join us for an engaging session devoted to exploring STEM in your EHS or HS classroom! Together we will explore what best practice STEM experiences look like for infants, toddlers, and preschool age children. We will also discover creative strategies to incorporate in a way that supports your learners best. Let's not forget about STEM at home. We will dig into ways to involve families too!

Session Descriptions

Wednesday, June 29, 2022, 3:30 pm - 5:00 pm

Strengthening Financial Management Systems: Cost Allocation

Natalie Williams

Cost allocation is an integral part of effective fiscal management. It is the process of assigning the shared cost of an item, goods, or services between two or more programs based on the benefits received. This session will broaden grantees' understanding of cost allocation and explore how it supports accurate fiscal planning, budgeting, and reporting.

Economic & Demographic trends in Indian County

Vincent Rinehart

The COVID-19 pandemic triggered an economic recession from February to April of 2020. What are possible long-term impacts on Native American and Alaska Native families with young children? This workshop will examine the latest federal poverty data and compare the effects of the last recession in 2009 to the most recent recession in 2020. National trends among young Native American children and families will be at the forefront of this workshop.

Understanding the Disabilities Process

Mike Richardson

With so many new staff and shortage of disability specialists it is more important than ever for everyone to have an understanding of how the disability process works. The pandemic has caused children to not be observed or assessed in a lot of situations, causing a backlog and in many cases no services provided for children. We will look at methods to work within the program's capabilities and getting maximum services from LEAs. Understanding this is so important to getting services for our children and incorporating appropriate methods in the program (everyone has a role in this). We will look at the role of the parent as the key component to this process as well as the role of the LEA. Developing interim plans to support children until the IEP process goes through and why 504 plans are so important. Knowledge brings understanding!!!

Using Laughter to Lead, Because Laughter is Medicine

Kassy Lopez

Humor, and the following laughter it creates, has many therapeutic effects on the body. Laughing is known to relieve stress, improve your mood, and emotional state. It also has many social and physical health benefits. If you have heard that "Laughter is the best medicine," it is true. This session provides an overview of the many benefits of laughter and includes practices you can begin using immediately. As leaders, there are multiple stressors that exist. These stressors can inhibit the success of a program. Why not find a fun way to engage in self-care and overcome the barriers of success with laughter?

Bringing the Conversation Guide for Professionals on Substance Use to Head Start

Anne Auld, Candace Shelton

Conversations on substance use can be complex, confusing and are sometimes completely avoided because professionals don't know what to say. Illuminate CO, the Prevent Child Abuse

America State Chapter, created with support of the Colorado Office of Early Childhood, the Conversation Guide for Professionals on Substance Use, Children and Families. In the full training, professionals learn how to identify and discuss with families areas: safe-storage, safe-caregiving, and incorporating the Protective Factors into conversations around substance use. The goal of the guide is to enable professionals to have more productive and comfortable conversations with all families to provide support around substance use . In this presentation we will discuss the application framework for the guide as well as collect information on adapting the guide for specific populations.

COACHING FOR CHANGE: Developing a Coaching Mindset (Part 2)

Janet Humphries, Genevieve Jaramillo-Padilla, Stan Coriz

Coaching too often is offered as an isolated practice and often based on an individual's areas of concern or weaknesses; this has resulted in teacher attitudes of feeling they need to be fixed, further plunging self-esteem levels, and potentially decreasing quality of services to children and families. Using a coaching mindset throughout the entire program, rather than simply hiring a coach, results in a dynamic community of learners. What are some basic and intermediary coaching skills needed to make this happen? What do trust, boundaries, effective communication, power in relationships, generative listening, powerful questioning, and the parallel process have to do with developing a coaching mindset? Participants will explore and practice each of these coaching skills and develop a plan for embedding a coaching mindset into daily practices.

ChildPlus Software: Utilizing ONE System to Track School Readiness Goals

Jose Martinez

ChildPlus has a variety of reports to help make data-driven decisions easier regarding children and the various factors impacting each child's development and learning. In this session, participants will view examples of how data can be used to effortlessly monitor progress towards school readiness goals. Additionally, participants will be introduced to upcoming, exciting enhancements to the software.

Intentional Environments: Setting the Stage for Learning

Laura Delgado

This session goes beyond room arrangement. We will discuss how to set the stage for learning, ways that the environment becomes another teacher in the classroom and intentionality. Participants will explore how the environment, materials and intentional centers can elevate high quality teacher-child interactions, meet various QRIS standards and help support the children currently served. Participants will also learn the importance of intentionally providing literacy and math learning opportunities in every classroom center both inside and outside.

Thursday, June 30, 2022, 8:30 am - 10:00 am

American Rescue Plan Funding: Putting Your Money to Work

Natalie Williams

The \$2 Billion of CARES, CRRSA, and ARP funds provides a unique

Session Descriptions

opportunity for recipient organizations to implement strategies that effectively deal with the impact of COVID-19 on comprehensive service delivery and ultimately for the successful transition to full in-person services. Whether it's to address infrastructure facility, technology, or equipment concerns; human resources return to work and staff wellness strategies; or implementing successful community outreach programs, this session will examine the data used to support the flexibilities, guidelines, and reporting requirements. Recipients will explore data strategies that will enable them to use these funds in a way that is allowable, reasonable, and justifiable.

Using Data to Inform Program Options and Service System Design

Mark Mazon, Nicole Holman-Alexander

Data is Oxygen that fuels management systems and effective planning for strong systems design. Data also informs both compliance and quality through ongoing monitoring. Beginning with the Community Assessment and continuing with the Self-Assessment using data to document and analyze your successes and challenges helps to achieve compliance and build a high performing organization supporting quality child and family outcomes.

The Car Seats on the Bus Go CLICK, CLICK, CLICK

Melinda Hansen

Transportation is a lifeline for Head Start Families which make Head Start drivers and bus monitors extremely important in contributing to the support of children and families. Child passenger safety is of the utmost importance when designing transportation services for each program. When choosing a car seat for the school bus, expert advice may prove beneficial to the safe transportation of children. Training and resources are sometimes limited, especially due to budget constraints. However, resources for child passenger safety and information on bus restraint systems for children may be easier to access than once believed. Participants of this session will have a deeper understanding of the child passenger safety resources available online and in your Communities, as well as information on how to get in touch with child passenger safety technicians in your area that could be available to support Head Start Programs. Join me in this session to learn more about resources that are a few clicks away.

TRAUMA AND RESILIENCE: Drivers of Children's Behavior (Part 1)

Janet Humphryes

We know many young children are struggling; they were before the pandemic. It's time to re-develop strong relationships and recognize, develop, plan and use resilience strategies for ourselves, each other, children and families. Throughout this session we will explore strategies for supporting children developing the self-regulation skills to become their best authentic selves, enhancing learning potential through the brain's limbic system development, fostering self-esteem, and cultivating executive functioning skills. Join this session to learn how trauma affects children and explore strategies for rebuilding their resiliency and bringing us all back to our human-

ness!

+Language is Medicine: Early Identification and Prevention of Developmental Delay Amongst Diné (Navajo) Children

Joshua Allison-Burbank, Taylor Billey

Native American toddlers and preschoolers experience a high rate of developmental delay (DD) that contributes to decreased kindergarten readiness and often results in the need for special education services. Early childhood is a critical time for caregiver-child bonding to promote development and point children on a positive developmental and health trajectory. DD can be remediated with developmental therapies and caregiver coaching to boost the frequency of quality, language-rich interactions between caregivers and their young children.

Language is Medicine seeks to prevent developmental delays through early intervention focused on promoting "language nutrition," language exposure rich in quality and quantity and delivered in the context of social interactions. Phase 1 of this program centers on curriculum development to provide targeted lessons on developmental support to Diné (Navajo) families with young children, with close coordination with a Community Advisory Board. Phase II will include pilot-testing and evaluation of the curriculum.

Language is Medicine lessons will promote "language nutrition" in Diné communities through a variety of culturally tailored educational material and parenting training. This includes lessons on shared book reading, reciprocal and responsive communication, following your child's lead, incorporating Native language into daily routines, and encouraging communication through pretend play. The curriculum is currently being developed for parents/caregivers of toddlers aged 9-24 months post-partum. Curriculum development will be completed by Spring 2022.

This workshop will highlight the development of the Language is Medicine curriculum, specifically the coordination and guidance from a Community Advisory Board on the Navajo Nation. Furthermore, the workshop will discuss the planning process to supplement the curriculum within Family Spirit, an evidence-based maternal and child health home-visiting program designed and evaluated by the Johns Hopkins Center for American Indian in partnership with tribal communities. The goal of Language is Medicine is to prevent developmental delay amongst Diné toddlers and reduce the number of children who need IDEA Part C early intervention services and special education services. Furthermore, this work will encourage positive parenting practices and foster kindergarten readiness.

Developing a Sustainable Language Revitalization Program

Mike Richardson

The pandemic has had huge impacts on moving forward with our language revitalization plans. With so many new staff and fewer resources, many are asking how do I even get started. This presentation will be on how do I plan for and put together a sustainable language program from development to implementation. We will look at sustainable pathways that will

Session Descriptions

not only look at how we survey current language practices to support language in our classroom and community, but also how to develop a sustainable language plan inclusive of culture. Sustaining our tribal languages is a lifetime commitment. It will take time, a lot of effort, frustration, but the future language legacy for our young children and communities is priceless!!! Let's always strive to make language FUN!!!!

The Importance of Intentionality in the Preschool Classroom

Tracey Roden

Children grow and thrive when provided opportunities to initiate activities and follow their interests, but they also need active teachers to guide their learning through intentional and meaningful classroom experiences. Teaching with intentionality applies best practices while offering a balance of child-guided and adult-guided experiences. Join Frog Street for this important session as we offer guidance and best practices focused on the importance of intentionality in the preschool classroom.

Onboarding Supports for New Staff: Exploring Practice-Based Coaching and the Individualized Professional Development (iPD) Portfolio

Donna Ruland, Ragan McLeod

Do you need resources that will support you in onboarding new staff? Join this session to explore Practice-Based Coaching and the Individualized Professional Development (iPD) Portfolio to develop onboarding action plans and connect professional development content with job-embedded supports.

Thursday, June 30, 2022, 10:30 am - 12:00 pm

Fiscal Bits and Bytes

Todd Lertjuntharangool, David Kadan

Join us to wrap up the Fiscal track with an opportunity to discuss your specific questions with the RXI Regional Manager and Grants Management Officer.

Talent Acquisition

Nicole Holman-Alexander, Mark Mazon

The workforce that emerged from the pandemic is different than the one that entered it. While the composition of workforces may have changed, the most significant shifts are occurring in how programs approach the talent they have and the talent they need. As programs are returning to full comprehensive in-person services, innovation can be the candle... strike the match to illuminate your options — and kindle the glow that nurtures your future team members. This session will examine the elements of talent acquisition that are important to reset your workforce. The elements include interviewing techniques, onboarding process, job analysis, and recruiting. In addition tools, resources and strategies will be shared.

Honoring Our Journeys: Sharing Stories and Strategies for a Stronger Tomorrow

Jennifer Olson, Alejandra Davis, Leslie Maxfield

Using strengths-based attitudes and relationship-based practices is especially important when partnering with staff and families who are experiencing challenging situations. In this session, participants will engage in storytelling about successful relationship-building experiences. Join NCPFCE in exploring concrete communication and wellness strategies when in service of others. Through our shared experience, we will reflect on our collective knowledge to strengthen programming and improve care for all.

TRAUMA AND RESILIENCE: Drivers of Children's Behavior (Part 2)

Janet Humphries

We know many young children are struggling; they were before the pandemic. It's time to re-develop strong relationships and recognize, develop, plan and use resilience strategies for ourselves, each other, children and families. Throughout this session we will explore strategies for supporting children developing the self-regulation skills to become their best authentic selves, enhancing learning potential through the brain's limbic system development, fostering self-esteem, and cultivating executive functioning skills. Join this session to learn how trauma affects children and explore strategies for re-building their resiliency and bringing us all back to our humanity!

Program Performance Standards Quiz Bowl Finals!