

# Leading on Purpose

Purpose-driven people  
leading purposeful  
organizations

Region VII Head Start / Early Head Start

## 2018 LEADERSHIP CONFERENCE

June 26 – 29, 2018

Marriott Hotel, Overland Park, Kansas



Region VII Head Start Association

IOWA | KANSAS | MISSOURI | NEBRASKA





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**“Keeping EVERY CHILD safe, secure, and feeling loved EVERY MOMENT while in our care, is foundational to Head Start and Early Head Start programs.”**

**ANN LINEHAN** Deputy Director  
Administration for Children and Families  
U.S. Department of Health and Human Services  
Services Office of Head Start (OHS)

Growing and maintaining a highly-effective program is a tough job, and not every day will be a perfect day. But, if each day, children leave their Head Start or Early Head Start environment feeling safe, valued, special, happy, and bathed in love, then it's been a good day.

**No matter your HS/EHS role, some aspect of a child's life is in your hands. Keep them safe!**



The Region VII Head Start Association is developing an awareness campaign to help support programs' efforts to create an environment of love and safety for children, families, and staff.

With full support of the Office of Head Start, we have created a collection of fun reminders to be displayed proudly throughout Head Start and Early Head Start programs, as well as the community.

Watch for more information about this exciting new awareness campaign and how to be a part of it!

Window Cling/Decal



Entry Door

Bus Door

Wristband



Lapel Pin



T-shirt



Tote



Delivered through 1,700 agencies in local communities, Head Start and Early Head Start programs provide critical services to more than one million children and their families each year, in every U.S. state and territory, in farmworker camps, and in more than 155 tribal communities.



# WELCOME

On behalf of the Region VII Head Start Association Board of Directors, welcome to the 2018 Region VII Head Start Leadership Conference, marking the 21st year of this annual event.

This week promises to be full of informative and hands-on workshops, inspiring plenary sessions, and networking opportunities with peers and colleagues from across the Region. Be sure to stop by and hear about new products and services offered by our exhibitors and sponsors. Thanks to their support, we can add those little extras that make the event special.

Please do not hesitate to stop by the registration desk if we can assist in any way to make the week a success as you participate in this regional professional development event.

Sincerely,

Mike Baugher  
Director of Executive Services  
Region VII Head Start Association

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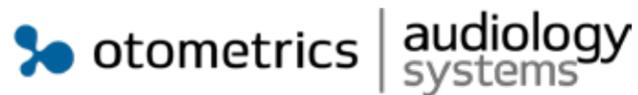
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Jump Start to Literacy

A Strategic Early Childhood Literacy Program by CR Success

crsuccesslearning.com



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highscope.org

Thank you to our event sponsors!



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## Region VII Head Start / Early Head Start 2018 LEADERSHIP CONFERENCE



# AGENDA AT-A-GLANCE

## TUESDAY, JUNE 26

9:00AM – 12:00PM **FEATURED SESSION I**

**Exploring Ways to Address Child Health and Reducing Harm to Children Within Head Start**

12:00 – 1:30PM **Lunch on your own**

1:30 – 5:00PM **FEATURED SESSION II**

**Emotionally-Supportive Practices for Adults and All Children**

1:30 – 5:00PM **FEATURED SESSION III**

**Emergency Preparedness & Crisis Management Techniques**

## WEDNESDAY, JUNE 27

8:30AM – 12:00PM **Opening Keynotes:**

**Clarence Small, Dr. Deborah Bergeron, Shawn & Sheryl Brown**

12:00 – 1:30PM **Lunch is provided**

1:30 – 5:00PM **Breakout Sessions**

5:00 – 7:00PM **Networking Reception**

## THURSDAY, JUNE 28

8:30 – 10:00AM **Special Guest Erin Ramsey**

10:30AM – 12:00PM **Town Hall Chat with NHTSA**

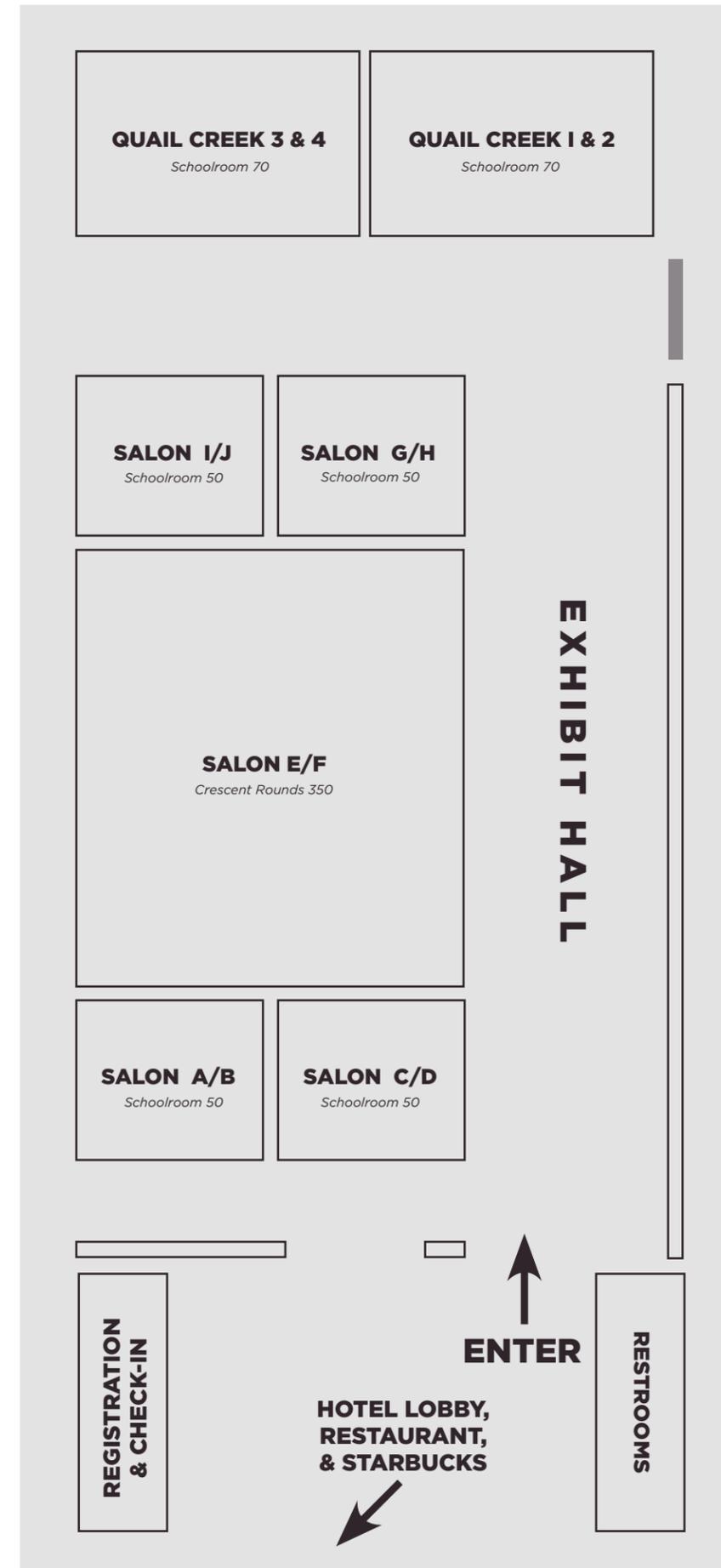
12:00 – 1:30PM **Lunch on your own — Erin Ramsey Book Signing**

1:30 – 5:00PM **Breakout Sessions**

5:00 – 6:00PM **State Meetings**

## FRIDAY, JUNE 29

8:30AM – 12:30PM **Awards Ceremony & Closing Session — Breakfast provided**



Conference Map

TUESDAY, JUNE 26

9:00AM — 12:00PM SALON EF — GRAND BALLROOM

## FEATURED SESSION I

### Exploring Ways to Address Child Health and Reducing Harm to Children Within Head Start

NATIONAL CENTER ON EARLY CHILDHOOD HEALTH & WELLNESS (NC ECHW)

NANCY TOPPING TAILBY

NATIONAL CENTER ON PROGRAM MANAGEMENT AND FISCAL OPERATIONS (NC PMFO)

DONNA VEATCH, ROB PFEFFER, JOHN WILLIAMS

Successfully addressing child incidents and maltreatment is a national issue for OHS. This session is designed to explore how effective coordination of management systems and child and family services can help programs be more proactive in addressing these issues. The session will focus on how the principles of a high-reliability organization (HRO) can help Head Start programs be both reflective and proactive in addressing child incidents. This session will also examine the role that effective communication plays in this issue as well.

#### LUNCH ON YOUR OWN

1:30 — 5:00PM SALON ABCD

## FEATURED SESSION II

### Emotionally-Supportive Practices for Adults and All Children

JANI KOZLOWSKI, NATIONAL CENTER ON EARLY CHILDHOOD DEVELOPMENT, TEACHING, AND LEARNING (NC ECDTL)

DEITRA NEALY-SHANE, NATIONAL CENTER ON EARLY CHILDHOOD HEALTH & WELLNESS (NC ECHW)

Education staff have an increasing understanding of the role that emotionally supportive practices play in creating learning environments that are alive with joy and discovery. Together we will explore how to ensure that teachers and family child care providers receive the support they need to establish and maintain a positive climate in their settings, and offer appropriate responses to challenging behavior for all children, including those with disabilities or suspected delays.

**BIOGRAPHY:** Jani Kozlowski holds an MA in Child Development and has worked in the Early Care & Education field for over 25 years. She currently serves as the State Professional Development and Inclusion Coordinator for the National Center on Early Childhood Development, Teaching and Learning at Zero to Three. Previously, she provided technical assistance to support Early Head Start – Child Care Partnerships and State Professional Development system leaders as part of her roles with two other National Training and Technical Assistance Centers at Zero to Three. During her time working at the state level in North Carolina, Jani was the Program & Policy Resources Section Chief at the Division of Child Development. She has also worked as the Early Education Specialist for Smart Start with the NC Partnership for Children, provided technical assistance to Head Start programs in Region V, served as the Education/Disability Services Coordinator for Michigan Migrant Head Start, taught community college courses and was a Pre-K teacher many years ago! In her spare time, Jani likes to get into adventures with her family, soak up the sun, read, and travel.



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# Leading on Purpose

TUESDAY, JUNE 26

1:30 — 5:00PM SALON EF — GRAND BALLROOM

## FEATURED SESSION III

### Emergency Preparedness & Crisis Management Techniques

DENNIS HOHL, K.J. SPURLOCK, COMMAND-SOLUTIONS, LLC

"Emergency Preparedness & Crisis Management Techniques" takes the basic Incident Command tools that Professional Emergency Responders currently use to manage emergency incidents from a simple minor incident to a major natural disaster.

#### Topics covered include:

- What is an Emergency Response Plan?
- The Importance of Emergency Response Planning
- The Organizational Strengths of an ERP
- 11 Weaknesses of an ERP
- How to respond to, manage, and recover from any type of emergency

*Featured in the Spring issue of the R7HSA Sand Box™ magazine*

Major theories like the Emergency Management Cycles, Strategic and Operational Planning, Incident Command Systems, Planning Teams, Command Teams, and Response Teams are presented in terms that non-emergency responders can understand. This is a serious topic but a fun interactive session!



Battalion Chief Dennis Hohl (Retired) served the Black Jack Fire Protection District in St. Louis County, Missouri for 35 years, from 1979 to 2014. Battalion Chief Hohl has been a fire service instructor since 1992, and served as the Chief Training Officer for the final nine years of his career. He holds an Associate in Applied Science Degree in Fire Protection Technology from St. Louis Community College, and a Bachelor of Fire Science Degree from Columbia Southern University. Chief Hohl also holds numerous FEMA and Department of Homeland Security certifications, including The Homeland Security Exercise and Evaluation Program (HSEEP), Community Emergency Response Team (CERT) Instructor, and is certified as a FEMA Type IV and V Incident Commander. He has extensive training and teaching certifications in Hazardous Materials & Weapons of Mass Destruction Response, Incident Command and Emergency Management, and is a National Incident Management System (NIMS) Instructor.



Battalion Chief KJ Spurlock (Retired) served the Pattonville Fire Protection District in St. Louis County, Missouri for 30 years, from 1984 to 2014. Battalion Chief Spurlock has been a fire service instructor since 1998, and served as the Chief Training Officer for the final six years of his career. He holds an Associate in Applied Science Degree in Fire Protection Technology from St. Louis Community College. Chief Spurlock also holds numerous FEMA and Department of Homeland Security certifications, including Advanced Safety Operations and Management, All Hazards Incident Management, and Emergency Management Institutes Professional Development Series. He has completed the OSHA 30 Hour Safety for General Industry Program, currently serves on the Missouri State Region C Incident Support Team, has extensive training and teaching certifications in Large Scale Incident Management, and is a National Incident Management System (NIMS) Instructor.

## Region VII Head Start / Early Head Start 2018 LEADERSHIP CONFERENCE



WEDNESDAY, JUNE 27

8:30AM — 12:00PM SALON EF — GRAND BALLROOM

## OPENING KEYNOTES



### **CLARENCE SMALL** Regional Program Manager, Office of Head Start (OHS) Region 7

Clarence Small is the Regional Program Manager for the Office of Head Start in Region 7. Clarence supervises federal and contract staff responsible for federal monitoring and oversight of 95 Head Start, Early Head Start, Child Care Partnership Grantees, and four Head Start State Collaboration Offices throughout Missouri, Iowa, Nebraska, and Kansas. He holds a Bachelor's in Social Work and a Master's in Education. Clarence began his career with the Department of Health & Human Services-Administration for Children and Families (ACF) in December 1999 as Regional Hub Liaison working in the Kansas City and Chicago Regional Offices. In August of 2002, he accepted an assignment at the Kansas City Regional Office as a Youth Program Specialist, Office of Head Start. In August of 2011, he was promoted to Regional Program Manager (RPM). Prior to joining ACF, he was Director of Training and Emergency Services for KVC Behavioral Health of Kansas. Clarence is a native of Kansas City, Kansas and remains very active within his community.



### **DR. DEBORAH BERGERON** Director, Office of Head Start (OHS)

Dr. Deborah Bergeron serves as the Director of the Office of Head Start. Known as "Dr. B" to former students and teachers, she has spent three decades in pre-K-12 public education as a classroom teacher and elementary and high school administrator. In the course of her career, Dr. B also started, grew, and ultimately sold her own educational services company. She holds a bachelor's degree from Texas State University. She earned a master's in education leadership and doctorate in education policy from George Mason University.

During her tenure as a school administrator, she specialized in school improvement. Her focus was on academic achievement and school climate. Dr. B will use her experience as an elementary principal and her strong background in pre-K-12 instructional leadership to provide unique insights into how Head Start can support our most vulnerable children to become school ready. She hopes to spend a great deal of her time visiting Regional Offices and specific Head Start programs. Dr. B most looks forward to spending time with all of the children, teachers, and program directors who are her inspiration!



### **SHAWN & SHERYL BROWN** Role Model Professional Development

Formed in southern California in 1993, Role Model Productions, Inc. began working with inner city at-risk youth. Owner and creative director, Shawn Brown, began designing educational theatrical programs that utilized original dramatic productions to combat teen pregnancy, gang violence, and drug abuse among high school and middle school age students. Role Model Productions has grown to become an educational/entertainment company serving the Early Childhood Education Industry with dynamic curriculum enhancement programs. They are a leading provider of live children concerts, in-service teacher trainings, television, multi-media programs, and online instructional and educational content that make your current school teaching systems better, more interactive, and super fun!

Mr. Brown writes and implements unique and entertaining curriculum enhancement programs for childcare centers, elementary grades, and private schools. He uses infectious music for hooking his audience into learning and moving while having "Super Fun." Mr. Brown and The Super Fun Show team travel to schools and conferences all over the country with his hit live show, "The Super Fun Show."

Sheryl Brown is Vice President of Sales and Marketing for Role Model Productions, Inc. Part of her duties also include research and development of the trainings they offer. In 2012, Sheryl wrote and now presents a training entitled "Nurturing and Developing Social Emotional Skills with New Millennium Music." Mrs. Brown holds a Bachelors of Science in Biology, a Masters of Public Administration, and a Masters of Science in Psychology/Marriage and Family Therapy. She is also a Licensed Marriage Family Therapist.

Together, they are Role Model Productions, Inc.



# Leading on Purpose

## Region VII Head Start / Early Head Start 2018 LEADERSHIP CONFERENCE



WEDNESDAY 1:30 — 3:00PM  
**BREAKOUT SESSIONS A**

**A1** SALON EF — GRAND BALLROOM

**Fun Family Engagement for Generation Y & Z: No Fun, No Engagement!**

Shawn & Sheryl Brown, Role Model Productions

**A2** SALON IJ

**Data Tracking in ChildPlus**

Carolyn Heyliger-Graham, ChildPlus Software

**A3** QUAIL 1&2

**The Fun Way to Build a Better Play Space**

Jack Fry, CEO, Fry & Associates, Inc.

**A4** QUAIL 3&4

**Creating a Health-Oriented Environment**

Michelle Lombardo, The OrganWise Guys Inc.

WEDNESDAY 1:30 — 5:00PM  
**BREAKOUT SESSIONS AB**

**AB5** SALON AB

**Building Awareness of Health and Safety Regulations and Best Practices**

Tabitha Temple, National Center on Early Childhood Quality Assurance

**AB6** SALON CD

**Professional Development for the Home Visitor**

Emmy Marshall, National Center on Early Childhood Development Teaching & Learning (NCECDTL)

**AB7** SALON GH

**Supporting Children and Families Who Have Been Exposed to or Are Experiencing Domestic Violence**

Leiana Kinnicutt, Emily Adams, and Brandi Black Thacker  
National Center on Parent, Family, & Community Engagement

WEDNESDAY 3:30 — 5:00PM  
**BREAKOUT SESSIONS B**

**B1** SALON IJ

**Increase Parent Engagement & Resiliency**

Jennifer Klosterman & Victoria McGhee, Central Missouri Community Action

**B2** QUAIL 1&2

**Empowering Program Leadership**

Jessica Haremza Diop, M.Ed, Project Eagle Educare  
Jenny Kerby, Educare Omaha at Kellom

**B3** QUAIL 3&4

**Changing the Trajectory: Literacy Research into Action**

Cheryl Campbell, President of CR Success Learning  
Tricia Gray, Literacy Developer and Consultant, CR Success Learning,  
co-authors of Jump Start to Literacy

*Don't miss the*

**NETWORKING RECEPTION**

WEDNESDAY 5:00 — 7:00PM SALON EF — GRAND BALLROOM

*hosted by* 





**JOIN US FOR HORS D'OEUVRES, BEVERAGES, AND MORE!**

THURSDAY, JUNE 28

8:30 — 10:00AM SALON EF — GRAND BALLROOM

## SPECIAL GUEST

### ERIN RAMSEY: INSPIRED WORK

Erin is dynamic, funny, and inspiring. She shares a variety of topics focused on building morale, helping others understand and embrace their impact, and implementing new perspectives into action at work and in life.

Audiences from different professions and walks of life enjoy and identify with Erin because of her authenticity, her real life stories, and her no-nonsense approach to "doing better when we know better."

Erin works with organizations, non profits, and teams that want to increase personal accountability, promote intrinsic motivation, and align purpose and vision.

Erin actively engages her audiences through genuine messages of professionalism, leadership, and strategies for future success. Her mixture of personal stories and proven practices allows the messages to become relevant and applicable for each audience member. Erin is funny, compassionate, enthusiastic, and authentic; all a perfect combination for powerful and moving engagements. Her message is universal: success starts from within and is possible for everyone.

Erin is the author of *Be Amazing: Tools for Living Inspired* and the *Be Amazing Workbook*, based on six choices everyone can make to live brighter and bolder.



**Join Erin at noon for a book signing opportunity.**

THURSDAY, JUNE 28

10:30AM — 12:00PM SALON EF — GRAND BALLROOM

## TOWN HALL CHAT WITH NHSA

### YASMINA VINCI AND TOMMY SHERIDAN

NATIONAL HEAD START ASSOCIATION



NATIONAL HEAD START ASSOCIATION

YASMINA VINCI, MA, MPA

Executive Director



As a seasoned leader in both executive and policy roles, Yasmina Vinci's professional experience and capabilities have delivered improvements in the lives of children at the national, state, and local levels. She is now Executive Director of the National Head Start Association (NHSA). Yasmina came to the National Head Start Association after several years as principal and founder of EDGE Consulting Partners. At EDGE, Yasmina pursued local, national, and global projects that utilized the knowledge, experience, and connections of her years in human services and early education, to enhance the capacity of organizations to thrive as competent, strategic entities capable of influencing policy. Yasmina founded EDGE after receiving her Master in Public Administration degree from Harvard's Kennedy School of Government. Yasmina brought to her NHSA role over ten years of executive director experience at another national organization. As the first Executive Director of the National Association of Child Care Resource & Referral Agencies (now Child Care Aware America) she led NACCRRA's transition from an all-volunteer association of fewer than 200 child care resource and referral agencies to a powerful national network of 860+ community-based organizations. In this role, she worked with affiliate organizations, other national advocacy and research organizations, the press, federal and state governments, and the US Congress to implement NACCRRA's system-building public policy agenda on early care and education. Under her leadership, NACCRRA organized the national grassroots campaign that was instrumental to securing the funding for child care in the welfare reform legislation. Yasmina's portfolio of experience is grounded in service as executive director of an early care and education program serving low-income families and as development director for a cluster of non-profit child care centers. In State government, she had the opportunity to supervise Head Start research, administer the federal Dependent Care Grant and plan for New Jersey's implementation of the very first Child Care and Development Block Grant. Yasmina currently serves on numerous advisory boards and is a member of the International Organizing Committee for the World Forum on Early Care and Education.

THOMAS J. SHERIDAN

Senior Director of Government Affairs



Tommy Sheridan is the Senior Director of Government Affairs for the National Head Start Association (NHSA) in Alexandria, VA where he has worked since June 2009. In this role, Tommy works with the Head Start community to lobby, advocate, educate, and inform Congress, the White House, and the Federal Administration about Head Start and early learning. Tommy is NHSA's representative to Congress, the Administration, national coalitions and the other powers that be in DC. He plays a significant role in strategizing, developing, and implementing the Head Start community's vision for the future of Head Start and early learning. Prior to his career at NHSA, Tommy worked in the Minnesota State Senate, on several political campaigns, and in private sales. Tommy received an Honors Bachelor of Arts from Saint Louis University and a Masters of Public Administration from George Washington University in 2014.

National Head Start Association | 1651 Prince Street | Alexandria, VA 22314 | 703.739.0875 | www.nhsa.org



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THURSDAY 1:30 — 3:00PM  
**BREAKOUT SESSIONS C**

**C1** SALON EF — GRAND BALLROOM

**Addressing the Impact of the Opioid Crisis on Women, Children, and Families**

Kimberly L. Nelson, LAC, MPA, Substance Abuse and Mental Health Services Administration

**C2** SALON IJ

**Dual Language Families**

Myriam Marquez, Verena Wilkerson, Central Missouri Community Action

**C3** QUAIL 1&2

**Mindful Resilience for Families in Poverty**

Dr. Nirbhay Singh, Medical College of GA, Augusta University

Dr. Monica Jackson, Little Lotus Therapy

Jill Lombardo, Jefferson Franklin Community Action Corp.

**C4** QUAIL 3&4

**Individualizing Professional Development and Mentoring to Help Teachers Implement Curriculum With Fidelity**

Sandra Little, Teaching Strategies

THURSDAY 1:30 — 5:00PM  
**BREAKOUT SESSIONS CD**

**CD5** SALON AB

**Community Assessment and Engagement**

Donna Veatch, John Williams, National Center on Program Management and Fiscal Operations

**CD6** SALON CD

**EHS-CC Partnership Programs Recruitment & Retention of Qualified Staff**

Becky L. Houf, Senior Writer/Analyst, National Center on Early Head Start-Child Care Partnerships (Partnership Center)

**CD7** SALON GH

**Early Literacy: Comprehension and Read-Alouds**

Joan Weindorfer, Scholastic

THURSDAY 3:30 — 5:00PM  
**BREAKOUT SESSIONS D**

**D1** SALON EF — GRAND BALLROOM

**Recruiting and Working with Head Start Fathers**

Patrick Patterson, MSW, MPH, Global Partners for Fathers and Families, LLC

**D2** QUAIL 1&2

**Getting to Know GOLD® and MyTeachingStrategies®**

Sandra Little, Teaching Strategies

**D3** QUAIL 3&4

**Leading With Purpose: Maximize Your Leadership Potential in Every Situation**

Jemima Sawyer, Chief Operating Officer, Jemima's Playhouse LLC

**D4** SALON IJ

**Who's Driving the Bus: Leading with Your Head, Heart & Hands**

Dr. Christopher Small, Missouri Community Action Network

THURSDAY 5:00 — 6:00PM **STATE MEETINGS**



**IOWA** QUAIL 1&2



**KANSAS** QUAIL 3&4



**MISSOURI** SALON GH



**NEBRASKA** SALON IJ





FRIDAY, JUNE 29

8:30AM – 12:30PM SALON EF – GRAND BALLROOM

# AWARDS CEREMONY & CLOSING SESSION

*with Special Guests*

Yasmina Vinci & Tommy Sheridan, NHSA

8:30 – 9:00am	Breakfast
9:00 – 10:30am	NHSA Presentation
10:45am – 12:30pm	Awards Ceremony

2018 NHSA AUBREY PUCKETT MEMORIAL AWARD WINNER  
AMMIE JOYCE – NEBRASKA

### STATE CHILDREN'S CHAMPIONS

DELORA HADE – IOWA  
SUE PORTING – MISSOURI

SENATOR PAT PETTEY – KANSAS  
JOAN LUEBBERS – NEBRASKA

### HIGHER EDUCATION SCHOLARSHIP RECIPIENTS

#### HEAD START ALUMNI - HIGH SCHOOL SENIOR

KALLIE YARBRO – MISSOURI

#### HEAD START PARENT - POST SECONDARY EDUCATION

JAMI MROCZEK – NEBRASKA

#### HEAD START STAFF - HIGHER EDUCATION

JESS JACKSON – NEBRASKA

### TOM MAYER AWARD OF EXCELLENCE

SUE OBERMILLER – NEBRASKA

### ADMINISTRATOR OF THE YEAR

JULIE LANG – IOWA

### TEACHER OF THE YEAR

KELLY RARDON – MISSOURI

### SUPPORT STAFF OF THE YEAR

KRISTINE BAKER – NEBRASKA

### FAMILY LEADER OF THE YEAR

LATOYA MOTHERSHED – KANSAS

### BEATING THE ODDS PARENT AWARD

SHELINA DICKERSON – KANSAS

### EXCELLENCE IN COMMUNITY SERVICE AWARD

MUSTACHES 4 KIDS – NEBRASKA



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# BREAKOUT SESSION DESCRIPTIONS

## A1 Fun Family Engagement for Generation Y & Z: No Fun, No Engagement!

Shawn & Sheryl Brown, Role Model Productions

Family engagement should, as it says, engage the family. Discover techniques and activities that connect the family as well as transform the relationship structure. A healthy family produces a healthy child. A healthy child can change the world.

## A2 Data Tracking in ChildPlus

Carolyn Heyliger-Graham, Senior Account Executive, ChildPlus Software

In this session you will learn how to collect data and use reports, set up email notifications, improve data tracking for attendance, track staff time, and improve your policies and procedures.

**BIOGRAPHY:** Carolyn Heyliger-Graham has been with ChildPlus since 2008. Originally from New York, she has made a home in our Atlanta headquarters. Carolyn routinely works with agencies to show best practices for Head Start/Early Head Start program management data tracking in ChildPlus. Since joining ChildPlus, Carolyn has helped many agencies flourish and thrive with ChildPlus.

## A3 The Fun Way to Build a Better Play Space

Jack Fry, CEO, Fry & Associates, Inc.

Building a safe, compliant play area can be overwhelming to the unprepared. This session will provide an overview of the commercial playground industry. It will look at the different standards and guidelines for playgrounds and surfacing. What is law? What is not? What are the pros and cons of different surfacing? Does ADA apply to me? How do I qualify an installer? Attendees who complete this session will have a basic understanding that will make building a great play area fun rather than work.

### Presenter Certifications / Training:

CPSI Certified Playground Safety Inspector (1995 - Present)  
RISC Recreation Installation Specialist Certification (2005 - Present)  
Triax 2000 Surface Impact Tester (C342 - 2010)  
Playground Maintenance Program (2012)  
Licensed 'B' Contractor - Johnson County, KS Contractor Certification Program (2014)

## A4 Creating a Health-Oriented Environment

Michelle Lombardo, The OrganWise Guys Inc.

The Head Start environment can be instrumental in addressing healthy living since children spend the majority of the day there and are still in the process of developing habits. Thus, interventions addressing food, education, and physical activity have significant potential since exposure to this messaging can be considerable. In addition to a case study on a successful intervention, participants will learn the latest science in nutrition and healthy living and be able to apply it to daily living so educators can be healthy role models for children, caregivers, and parents. Participants will establish an understanding of their role as leader in creating a health-oriented environment that encourages wellbeing for students, staff, and parents. Participants will be able to implement nutrition and healthy living programs that are aligned with Early Childhood, and Head Start priorities.

**BIOGRAPHY:** Dr. Michelle Lombardo is the President of The OrganWise Guys Inc. and the Project Manager of the W.K. Kellogg Foundation-funded Thriving Communities, Thriving Children II (TCTC2); a project designed to improve the health and literacy status of young children in three Mississippi counties. TCTC2 (2017-2020) expands upon the success of TC2 (2013-2016), also managed by Lombardo, which saw interventions that addressed nutrition and physical activity in Head Start Centers in underserved communities in MS and LA. Results of the program used in TC2 are published in the Journal of the American Dietetic Association and the American Journal of Public Health. Dr. Lombardo is a co-author of the book chapter, Schools as "Laboratories" for Obesity Prevention: Proven Effective Models. (Global View on Childhood Obesity: Current Status, Consequences and Prevention. Elsevier, 2010). She received her D.C. from Life College of Chiropractic.

# BREAKOUT SESSION DESCRIPTIONS

## B1 Increase Parent Engagement & Resiliency

Jennifer Klosterman & Victoria McGhee, Central Missouri Community Action

The presentation will include a program overview. The main focus will be on how to increase parent engagement and resiliency. The presentation will also focus on partnering with local school districts & community partners to bridge the gap in parents engaging in their child's education through completion of 2nd grade. Will share how goals are created for each child/family. Another focus will be how to train local educators to better understand poverty & trauma with at risk populations.

Participants will gain knowledge on how to actively engage families in the community and public school system. (Measured by a parent passport) Learn how to partner with educators & increase their understanding of at risk populations (measured by training evals & satisfaction surveys) Learn how to administer assessments and utilize them in goal planning for child and family success (practice with goal sheets).

**BIOGRAPHIES:** Jennifer Klosterman grew up in Jefferson City, MO. Klosterman attended Iowa Wesleyan College, where she obtained a Bachelors Degree in Psychology and Sociology. Klosterman started her career in working with at risk youth in the juvenile system. After her work there, she realized she wanted to try to make a difference in children's lives before they got to the juvenile system. Klosterman started her work with Central Missouri Community Action in March of 2015. Over the past three years, she has helped create and implement the BRIDGE program, transitioning children and families from Head Start into the Public School system. Through this program, parents and teachers work together to build community, relationships, and more child success. The program focuses on child social-emotional skills and adult resiliency as well as academic success and third grade reading scores to determine High School graduation rates.

Victoria McGhee is the Senior Parent Partner at Central Missouri Community Action in Columbia, Missouri. Victoria is a recent graduate from the University of Missouri with a Health Sciences degree and a Minor in Sociology. Service work has always been her passion and she plans to further her education this fall to pursue her Masters in Public Service.

## B2 Empowering Program Leadership

Jessica Haremza Diop, M.Ed, Project Eagle Educare & Jenny Kerby, Educare Omaha at Kellom

Leadership in the early education setting is demanding and requires leaders to navigate effectively through ever-changing situations with the program's many stakeholders. Program leaders often focus on creating and ensuring professional development opportunities are available for direct service staff, but fail to provide time and space for themselves and their leadership team to reflect on their own work as leaders. Join us for a reflective discussion about creating opportunities for your program's leadership team to work on building capacity in your own leadership skills. In this session, we will explore ways the leadership teams at Educare Kansas City and Educare Omaha at Kellom have worked to empower program leaders, and will provide opportunities for participants to identify ways they can create professional development for their leadership staff. Leaders will understand the importance of creating time and opportunities for leadership development.

**BIOGRAPHY:** Jessica Haremza Diop is the Director of Educare Kansas City, a program of Project Eagle and the University of Kansas Medical Center Department of Pediatrics. As the Director of Educare Kansas City, Jessica is responsible for the day-to-day management and leadership of the school, ensuring the implementation of comprehensive services at Educare Kansas City including evidence-based early childhood education for at-risk children ages birth to five, family support and engagement, health, nutrition, mental health, and social services. She has a Masters of Education in Educational Leadership and a Bachelors of General Studies in Applied Behavior Science with a specialty in early childhood research. Jessica began her career in early education over seventeen years ago as an infant/toddler teacher and has over thirteen years of leadership experience in the early education field.

## B3 Changing the Trajectory: Literacy Research into Action

Cheryl Campbell, President of CR Success Learning & Tricia Gray, Literacy Developer and Consultant, CR Success Learning, co-authors of Jump Start to Literacy

Participants will leave the session with the knowledge of the top 3 research findings that will prepare young children for school. We will explore how to jump start students by exploring research-based vocabulary instruction that targets Tier II words through planned explicit and implicit activities. Participants will also learn strategies to ensure students receive the critical phonemic awareness skills that lead to phonological processing. In addition, leaders will appreciate the layered approach needed for teaching sound-letter knowledge and differentiating instruction.

**BIOGRAPHIES:** Cheryl Campbell (BA English Literature/Education, MA Special Education/Early Education) is an educator with 30 years of experience teaching PreK through adult. Her specialty has been working with young children, PreK - 2nd, with learning and language challenges. During the past ten years, she has had the pleasure of consulting in hundreds of classrooms, observing teachers and students, which has allowed her to deepen her understanding of child development and effective instruction. Together with Tricia Gray, she has developed seven literacy programs for PreK through 5th grade.

Tricia Gray (BS Elem. Ed, MA Curriculum and Instruction/Literacy), a former Head Start and elementary education teacher in Fairfax County, Va, brings her classroom knowledge to CR Success programs to ensure teacher and student friendly materials.



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## 2018 LEADERSHIP CONFERENCE



# BREAKOUT SESSION DESCRIPTIONS

## AB5 Building Awareness of Health and Safety Regulations and Best Practices

National Center on Early Childhood Quality Assurance

This session will explore the challenges of meeting multiple sets of health and safety requirements, such as the Head Start Program Performance Standards and state child care licensing. We will also look at how those requirements may align with Caring for Our Children standards. Other topics discussed include: consistently maintaining compliance with health and safety standards; engaging all stakeholders in knowing the importance of health and safety; implementing strategies to support on-going monitoring; and using data to improve program health and safety. The session will conclude with an introduction to the National Program Standards Crosswalk Tool and a discussion on how the tool can support continuous program improvement efforts.

## AB6 Professional Development for Home-Based

Emmy Marshall, National Center on Early Childhood Development Teaching & Learning (NCECDTL)

The work of a home visitor is complex and demanding. Not only do home visitors need a thorough knowledge of child development, but they also need the knowledge, skills, and abilities to support parents in their capacity to foster their child's development. Home visitors also work with parents to help them use the home as a rich learning environment. In this session we will talk about developing professional development to support effective home visiting practices, especially facilitation of parent-child interaction. The importance of reflective practice, including the use of practice-based coaching will be discussed as key activities to strengthen home visitor skills and practices.

**BIOGRAPHY:** Emmy has over twenty-five years of experience in the early childhood and home visiting field with projects focusing on building comprehensive systems of early supports at local, state, and national levels. Her experience includes providing program consultation on evidence-based program implementation and quality improvement efforts to the seventy-two local Smart Start partnerships in North Carolina. While working at Prevent Child Abuse North Carolina (PCANC), she led a team of implementation specialists with responsibility for supporting communities in their efforts to provide evidence-based family strengthening programs within a continuum of services in their county. Also, at PCANC, she was a founding member of the North Carolina Alliance for Family Strengthening Programs, an effort to bring multiple partners together to work on shared goals and outcomes with a more integrated, data-driven, and systematic approach.

Emmy holds a master's degree in Human Development and Family Studies from North Carolina Central University, a bachelor's degree in Early Childhood Education from Appalachian State University, a certificate in non-profit management from Duke University and a certificate in Organization Development from the University of North Carolina at Charlotte.

## AB7 Supporting Children & Families who have been Exposed to or are Experiencing Domestic Violence

Leiana Kinnicutt, Emily Adams, and Brandi Black Thacker – National Center on Parent, Family, & Community Engagement

Many families participating in early childhood programs are affected by domestic violence. Children may experience this violence themselves, or even if they are not directly injured, the exposure to these traumatic events can cause social, emotional and behavioral difficulties and can impede learning. Child care providers, Head Start directors, teachers and family service staff are well positioned to implement universal violence prevention strategies, support children during times of stress, provide information, and referrals to parents, and develop partnerships with domestic violence-related experts and programs.

# BREAKOUT SESSION DESCRIPTIONS

## C1 Addressing the Impact of the Opioid Crisis on Women, Children, and Families

Kimberly L. Nelson, LAC, MPA, Substance Abuse and Mental Health Services Administration

- The Opioid Epidemic: What does it look like?
- Epidemiology
- Treatment/Recovery
- Challenges for Women, Children, Families
- Resources
- How can programs like Head Start help?
- SAMHSA resources

**BIOGRAPHY:** Kimberly Nelson is the Regional Administrator serving Region 7: Kansas, Iowa, Missouri, and Nebraska. Ms. Nelson is a licensed addictions counselor with a master's degree in public administration and has worked in the behavioral health care field since 1992. Ms. Nelson has worked in health care for all of her professional career, primarily in the area of behavioral health as an addictions and managed care contract professional. Ms. Nelson's clinical work was early in her career and mainly focused on addiction services, initially, in community-based settings in women's and children's residential programs in Kansas. She then moved into executive leadership roles primarily. Ms. Nelson provided leadership as program director in programs with criminal justice clients in community-based residential and outpatient settings, as well as with prison-based therapeutic communities.

Later, Ms. Nelson was recruited to the state of Kansas with the Addiction and Prevention Services Division as the Medicaid Coordinator. As the liaison between the behavioral health and Medicaid divisions, her primary responsibility was to ensure Medicaid policy was aligned with the state goals for addiction services. This was accomplished via a pre-paid inpatient health plan; part of our 1915 b/c managed care waiver for behavioral health. Ms. Nelson was part of the team that wrote the waiver and request for proposals, awarded the contract, and then led the team that managed the contractor for the five years of this waiver.

As the state administration changed, after a brief time as the state's Substance Abuse Authority, in continuing roles of increasing responsibility, Ms. Nelson moved into the role of Director of Managed Care for the Behavioral Health and Disabilities division of the Kansas Department on Aging and Disability Services, helping to implement a statewide comprehensive integrated managed care system in 2012 under an 1115 demonstration waiver that covered all services; including physical health, behavioral health, and long term services and supports. Ms. Nelson shared in the management of this contract, leading the team that managed the aspects of this contract dedicated to behavioral health and long term services and supports in the state of Kansas. During her tenure with the state of Kansas, Ms. Nelson was part of the team that got the state plan amendment approved by CMS for implementation of Health Homes for those with severe mental illness. In her most recent position of vice president of marketing and new business development for Mirror Inc., a large integrated health services provider in Kansas, Ms. Nelson led the team that launched the Health Home program for Mirror. Mirror provides substance use disorder services, prevention, mental health services, correctional re-entry and treatment services, and Health Home care coordination for those with severe mental illness.

Ms. Nelson is a licensed addictions counselor and earned her bachelor's degree in sociology and her master's degree in public administration from the University of Kansas.

## C2 Dual Language Families

Myriam Marquez, Verena Wilkerson, Central Missouri Community Action

As each year immigrant children populate our schools throughout the country, it is essential for teachers to find effective ways to teach these children and reach out to their parents. Children are learning English faster than their parents and are forgetting their home language. All these things put non-English speaking parents at a real disadvantage. Parents feel the need to be part of their children's education, but the lack of English knowledge becomes a source of fear, frustration, and alienation when facing the new educational system. It is important to empower parents to learn English to support them in their integration effort, as well as promoting their home language to foment the communication between parents and children. Outcomes: Awareness of newcomers' challenges when facing educational system; Scope of Interpreting Services; Role of Interpreting Services in integrating newcomers into our schools and communities; Training staff to meet the needs of newcomers.

**BIOGRAPHY:** Myriam Marquez from Chihuahua, Mexico, graduated from the Instituto Tecnológico de Chihuahua with a BA in Industrial Relations and a minor in Human Relations. She is currently working at Central Missouri Community Action as an Interpretive Services Specialist in the Head Start program. In 1998, due to the necessity of promoting integration into the community, acceptance of diversity, and appreciation of differences, Myriam and her husband created a non-profit organization called Hispanic Heritage Group to support active participation of parents in the education of their children, and the importance of keeping home language and the Hispanic roots alive. In the Region VII Head Start *Sand Box*<sup>TM</sup> magazine Summer 2017 edition, Myriam published the article entitled "Helping Immigrants and Refugees Navigate to Reach the American Dream." Currently training CMCA teachers on topics such as the voices of refugees, working with culturally diverse communities, Hispanic families living in the U.S., among others.

My name is Verena Wilkerson. I have an associate's degree in Early Childhood Education. I am currently working on my bachelor's degree in Human Services. I have worked with Head Start for nine years with Central Missouri Community Action. My current title is Home Base Teacher. During my time working with Head Start, I have worked with families from all different ethnic backgrounds. I am very passionate about the partnership, support, and guidance that I provide the families I serve. I recently attended "Healthy Partners for a Healthy Baby" conference, where I gained more knowledge in helping serve expectant families. I was also recently nominated by Central Missouri Community Action for the Missouri Head Start Teacher of the Year Award.



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# BREAKOUT SESSION DESCRIPTIONS

## C3 Mindful Resilience for Families in Poverty

Dr. Nirbhay Singh, Medical College of GA, Augusta University  
Dr. Monica Jackson, Little Lotus Therapy  
Jill Lombardo, Jefferson Franklin Community Action Corp.

Poverty is one the most devastating risk factors that children face. Without intervention, children born into poverty are more at risk to face significant social, emotional, and behavioral repercussions. This workshop will explore why and how the impact of poverty has lifelong effects, what is meant by resilience, and how Head Start programs can help build resilience in the children and families served by the program. This workshop will discuss a new project that uses a mindfulness-based social emotional learning curriculum, which is specifically designed for use by Head Start programs to respond to these concerns. Participants of this workshop will: 1) gain an understanding of the effects of poverty on children, 2) learn ways to build resilience in children that mitigate the impact of poverty, and 3) gain an understanding of the benefits of mindfulness and meditation for teachers, children, and parents.

**BIOGRAPHY:** Dr. Nirbhay N. Singh is a Clinical Professor of Psychiatry and Health Behavior at the Medical College of Georgia, Augusta University, Augusta, GA and CEO of MacTavish Behavioral Health, in Raleigh, NC. Prior to his current appointments, he was a Professor of Psychiatry, Pediatrics and Psychology at the Virginia Commonwealth University School of Medicine and Director of the Commonwealth Institute for Child and Family Studies, Richmond, Virginia. Nirbhay has practiced, researched, and taught meditation practices, and is the developer of "Meditation on the Soles of the Feet" procedure for anger management and Mindfulness-Based Positive Behavior Support for parents, teachers, and staff. He has implemented social emotional learning programs with infants, children, and adolescents in preschool, school, and community settings.

Dr. Monica Jackman is an occupational therapist and mother of four. She holds a Bachelor of Science degree and a Master of Health Science degree from the University of Florida, and a Doctorate in Occupational Therapy from Chatham University. Monica has authored book chapters on mindful engagement and the mindful engagement support model, research papers, and has developed and implemented mindfulness-based training programs and curricula for caregivers, preschoolers, and school-aged children. She currently works in a charter school setting, provides in-home therapy for children aged birth to three, and lectures nationally about teaching mindfulness practices to children.

Jill Lombardo is the CEO of the Jefferson Franklin Community Action Corp in MO. Jill has both a Master Degree in Psychology and a Master Degree in Business Administration. She has more than twenty-five years of experience with nonprofit management. Over the years, Jill has had the opportunity to work with countless populations in a variety of settings. She is most noted for her passionate desire to explore innovative, new programming ideas and her strong belief that success with at-risk populations can never be achieved with band aid approaches. Jill currently serves on numerous Boards and Committees in the Jefferson and Franklin County area. She is also presently serving as the President of the Missouri Community Action Director's Association. Jill is an avid animal lover and resides on a 62-acre farm in MO. She raises American Saddlebred horses, Hackney ponies, exotic ducks, chickens, and dwarf goats. Jill has shown and judged horses for over 20 years.

## C4 Individualizing Professional Development and Mentoring to Help Teachers Implement Curriculum With Fidelity

Sandra Little, Teaching Strategies

This session aims to give coaches, mentors, and administrators a greater understanding of the coaching role along with practical strategies for improving their work with teachers and caregivers at all levels of implementation. Participants will discover ways to enhance the quality of their coaching and tailor it to the individual strengths, needs, and opportunities they observe in their programs.

### Learning Objectives:

1. Understand the different roles coaches play in driving positive outcomes for children, teachers, and programs.
2. Describe strategies for guiding observations of teachers as they implement curriculum and assessment.
3. Explain how to individualize coaching to meet the needs of teachers at varying levels of implementation.

**BIOGRAPHY:** Sandra Little serves as a Kindergarten through Third Grade Content & Implementation Partnerships Manager for Teaching Strategies Inc. Sandra was selected to be a member of the Center for Enhancing Early Learning Outcomes Leadership Academy during her service as Assessment Manager and Professional Development Lead for the Alabama Department of Early Childhood Education. Sandra has been a teaching coach in both elementary schools and a coach for Region 4 in the Alabama Department of Early Childhood Education, along with being a higher education instructor. She began her career in elementary schooling as a second grade and Kindergarten teacher in multiple elementary schools. She also has multi-age early childhood teaching experience in a Montessori school serving children age 3-6. Sandra's current research interest is focused on the impact of developmentally appropriate assessment on practitioners' sense of efficacy and professionalism as evidenced in evolution of classroom practice.

# BREAKOUT SESSION DESCRIPTIONS

## D1 Recruiting and Working with Head Start Fathers

Patrick Patterson, MSW, MPH, Global Partners for Fathers and Families, LLC

Engaging and including fathers is critical for Head Start programs that are all focused on building strong children and families. This interactive session will teach 5 best practices (and new tools) for recruiting and working with Head Start fathers, including why, how, where, and when to best engage fathers. We will also provide new tools for Head Start staff to implement immediately with their fathers once returning from the conference. During this session attendees will also learn proven strategies from model programs throughout the US.

### Learning Objectives:

Discuss and teach 5 best practices for recruiting fathers, provide step-by-step instructions for using new tools that help with engaging fathers in Head Start program activities, and share best practices and lessons learned from model fatherhood programs.

**BIOGRAPHY:** Patrick J. Patterson, MSW, MPH is President of Global Partners for Fathers and Families Consulting, LLC, a firm that specializes in growing the capacity and funding for agencies focused on empowering fathers, men, and boys. Throughout Patrick's career, he has been a featured fatherhood keynote, workshop leader or trainer in 43 states, the US Virgin Islands, and 5 different countries. He currently serves as a consultant to the NFL Players Association and works closely with the NBA's Chicago Bulls. Patrick is co-author with his 12 & 10-year-old daughters of the popular children's book entitled *I Love When Daddy Reads to Me*. The book has been sold in 28 states and is on the Barnes and Nobles, Amazon.com, and Books-A-Million websites. He earned a Bachelor of Social Work degree from Benedict College (Columbia, SC) and dual Masters degrees in Social Work and Public Health from the University of South Carolina.

## D2 Getting to Know GOLD® and MyTeachingStrategies®

Sandra Little, Teaching Strategies

Are you new to GOLD® and interested in learning more? Get a guided tour of the new MyTeachingStrategies® platform: its features, its functionality, and how to navigate within it. You will discover how it can help you observe children with the curricular objectives in mind, understand what children know and can do and where they need to go next, and use that understanding to plan meaningful experiences that are appropriately challenging for individual children and your group.

### Learning Objectives:

1. Explain how curriculum and assessment work together to strengthen classroom practice and promote positive outcomes for all children.
2. Explain how the four steps of the assessment process link curriculum and assessment to support children's development and learning.
3. Demonstrate an understanding of how to use the features of MyTeachingStrategies™, including entering documentation and observation notes, individualizing instruction, and completing checkpoints.

**BIOGRAPHY:** Sandra Little serves as a Kindergarten through Third Grade Content & Implementation Partnerships Manager for Teaching Strategies Inc. Sandra was selected to be a member of the Center for Enhancing Early Learning Outcomes Leadership Academy during her service as Assessment Manager and Professional Development Lead for the Alabama Department of Early Childhood Education. Sandra has been a teaching coach in both elementary schools and a coach for Region 4 in the Alabama Department of Early Childhood Education, along with being a higher education instructor. She began her career in elementary schooling as a second grade and Kindergarten teacher in multiple elementary schools. She also has multi-age early childhood teaching experience in a Montessori school serving children age 3-6. Sandra's current research interest is focused on the impact of developmentally appropriate assessment on practitioners' sense of efficacy and professionalism as evidenced in evolution of classroom practice.

## D3 Leading With Purpose: Maximize Your Leadership Potential in Every Situation

Jemima Sawyer, Chief Operating Officer, Jemima's Playhouse LLC

Effective leadership is vital to the success of everything! This includes organizations, the economy, education, and even within households. Leadership in early childhood education is particularly important because the first five years of a child's development are the most crucial years of their lives. Research shows that leadership influences learning and the quality of leadership is parallel to improved student outcomes in education and in life. We are going to explore different ways to maximize our leadership potential in every situation. Leadership is about identity and it starts from within. Learning how to effectively demonstrate leadership qualities in various situations goes a long way.

**BIOGRAPHY:** Jemima Sawyer is a leader in early education and Chief Operating Officer of Jemima's Playhouse LLC, an international educational company. She was born in Miami, Florida. Jemima has over fifteen years of experience in early childhood education as a director and holds a bachelor's degree in Business Management from Barry University, Master of Business Administration from Nova Southeastern, and is currently pursuing her doctoral degree in Educational Leadership at Nova Southeastern University. Jemima reaches over 20,000 students weekly through educational services provided by her company in Georgia, Kansas, Missouri, Nebraska and Texas. She is also a songwriter and producer who released four music albums and self-published twelve children books featuring proprietary characters.

# BREAKOUT SESSION DESCRIPTIONS

## D4 Who's Driving the Bus: Leading with Your Head, Heart, & Hands

Dr. Christopher Small, Missouri Community Action Network

This session will focus on the unique opportunities and challenges of leadership. Working with teachers, children, and parents can be both rewarding and draining. How do you manage the multiple demands from all sides, while keeping your sanity? Do you leave your center or school feeling a sense of accomplishment each day, or are you convinced you are running a rat-race? How can you more effectively lead the change you long for within your center or school? You'll leave this session with tips, strategies, and thoughtful ideas to lead with passion while keeping your personal batteries charged...and that bus headed down the road. 1.) Participants will demonstrate an understanding of those internal and external factors that create positive leadership opportunities, and 2.) design a mapping highway for their own bus to travel- creating a smooth and productive leadership journey...now and in the future. Lead On!

**BIOGRAPHY:** Enthusiastic learner, passionate supporter of kids and their success, a fierce defender of teachers, and a witty educational humorist are all phrases that have been used to describe Chris Small. A long-time educator with experiences teaching students from early childhood through doctoral programs, Chris weaves together over thirty-one years of insights, successes, failures (his and others), and yes, downright quirky observations about leadership, teachers, and students. After a full career in public education, Chris has begun a new learning adventure in the world of community action as Education and Training Manager for the Missouri Community Action Network — proving that an “experienced dog” can indeed learn new tricks. Chris strives to build an interactive learning community with every workshop he presents — bringing elements of storytelling and experiential learning to his sessions. Chris has aspirations of developing speaking to groups as a full-time endeavor down the road ... someday!

## CD5 Community Assessment and Engagement

Donna Veatch, John Williams, National Center on Program Management and Fiscal Operations

The community assessment is a core activity of the program planning process as agencies focus on their service areas with a priority on issues facing their children and families. In a two-part session, participants will explore a five step suggested process for programs to develop community assessments that inform service delivery and program planning. This content will also be seasoned with insights from PFCE around the importance of effective relationship building with families.

**BIOGRAPHIES:** Robert Edward Pfeffer is a former Grantee Specialist for the Head Start Training and Technical Assistance Center for American Indian and Alaska Native programs. Mr. Pfeffer is also a former Head Start, childcare, and after-school director of twelve years in upstate New York. He also served as steering committee member on the Tribal Early Childhood Research Center at the University of Colorado Denver, regional alternate for the National Indian Head Start Directors Association board, and participated in various research projects and consultations within Head Start. Mr. Pfeffer holds a master's in English (education) and a bachelor's in Education from the State University of New York at Fredonia. He recently received his MBA from St. Bonaventure University.

Donna Veatch serves as a program management specialist for the National Center on Program Management and Fiscal Operations. Prior to PMFO, Donna held executive positions with the Region VII and Missouri Head Start Associations and is a past member of the NHSA Board of Directors. During her career, she has held numerous Head Start positions at the local program level, including center teacher, education coordinator, social services/parent involvement coordinator and overall manager of program operations. Ms. Veatch has over 25 years of extensive experience in planning and executing leadership training events at the local, regional, state and national level. Donna holds a Bachelor's of Arts in Early Childhood and Family Development from Ottawa University, Advanced Graduate Certifications in Executive Leadership and Executive Coaching from Avila University and is an ACSTH-ICF approved certified professional coach. Ms. Veatch is a 2005 Johnson & Johnson Head Start Management Fellow, and Class of 2006 Nike Starting Block Fellow.

John Williams previously worked for Education Development Center, Inc. (EDC) as a Senior Training and Technical Assistance Associate. Mr. Williams has also been active in early childhood systems building as a senior consultant with Development Communications Associates, Inc. and as a program director with the John S. and James L. Knight Foundation. Mr. Williams received a master's of public administration from the University of Southern California and a bachelor's degree from Cornell University.

# BREAKOUT SESSION DESCRIPTIONS

## CD6 EHS-CC Partnership Programs Recruitment & Retention of Qualified Staff

Becky L. Houf, Senior Writer/Analyst, National Center on Early Head Start-Child Care Partnerships (Partnership Center)

In this session, participants will examine some of the challenges EHS-CC Partnership programs encounter around recruiting and retaining qualified staff including: requiring partnership staff to obtain the needed credentials, the loss of qualified staff once they have been trained, and the loss of trained staff when a child care partner discontinues the partnership. This session will provide the opportunity to discuss and explore unique approaches grantees are utilizing for recruiting and retaining highly qualified staff and supporting child care partners.

**BIOGRAPHY:** Becky Houf is a Senior Writer/Analyst with Child Care Aware of America. She is currently working with the National Center on Early Head Start-Child Care Partnerships (Partnership Center). Becky has over 30 years' experience in the field of social services working in a variety of roles. Prior to joining the Partnership Center, she served as Child Care and Development Fund (CCDF) administrator, CCDF child care subsidy manager, and managed many early childhood quality initiatives in the state of Missouri.

## CD7 Early Literacy: Comprehension and Read-Alouds

Joan Weindorfer, Scholastic

Never underestimate the power of the “read-aloud.” For very young readers, reading comprehension and listening comprehension are synonymous. Prekindergarten teachers use read-alouds to prepare students to attend to, respond to, and make meaning of texts that they read. In this session, teachers and coaches learn the key elements of read-alouds and strategies that build comprehension for whole-group and small-group settings.

Participants will be able to:

- Describe the criteria of an effective read-aloud.
- Write questions that support a “text talk classroom.”
- Plan and deliver a read-aloud lesson that strengthens comprehension and vocabulary.
- Differentiate strategies and purpose for whole-group and small-group read-alouds.
- Develop a plan to track students' reading comprehension.
- Support families in developing comprehension through at-home read-alouds.



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