



THE DUCK
IS COMING
TO REGION 7



GETTING YOUR DUCKS IN A ROW

Reimagining and Reorganizing Your Organization

REGION VII ANNUAL CONFERENCE



Region VII Head Start Association

IOWA | KANSAS | MISSOURI | NEBRASKA



June 13-15, 2023 Pre-Track and Special Session Opportunities: June 12

SHERATON OVERLAND PARK HOTEL AT THE CONVENTION CENTER
6100 College Blvd, Overland Park, KS 66211

312 SW Greenwich Dr., Ste. 105, Lee's Summit, MO 64082 • (816) 718-2260 • www.R7HSA.com



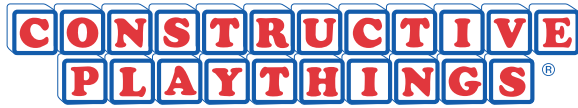
***Take your photo and post
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#R7HSAandtheDuck***



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Thank You to the Overland Park, Kansas Sheraton for hosting the 2023 R7HSA Conference with a special shout out to **Don Lenahan** and **Krystle Barcus** for assisting R7HSA in bringing Mama Duck and Baby Duck to Region VII for the first time ever!



Event Overview



Region VII Head Start Association is putting a “Spotlight” on the Early Care and Education Workforce crisis in a BIG WAY!

WHY A BIG RUBBER DUCK YOU ASK?

Almost everyone has played with a rubber duck at one time in their lives. Hand a rubber duck to someone and you are almost always guaranteed a smile in return. Rubber Ducks = a fun time! Working and serving in Head Start/Early Head Start also guarantees a fun time.

Ready to REENERGIZE and REIMAGINE your organization? Need to get your Ducks in a Row?

Plan to join peers and colleagues as we come together and experience an interactive collaborative experience for shoring up your organization’s foundation. The 2023 conference offers professional development opportunities for everyone with sessions designed to promote innovation, develop capacity for shared/inclusive leadership, build strong and resilient teams while recognizing and elevating everyone’s human potential.

Don’t hesitate — this event will fill up fast! Register today!

<http://events.constantcontact.com/register/event?llr=q8bso8pab&oeidk=a07ejphau1t1decba96>

This event is designed as an inclusive professional development opportunity with content and learning opportunities planned to build capacity across all staff positions.

Event Logistics: Sheraton Overland Park Hotel at the Convention Center
6100 College Blvd, Overland Park, KS 66211

Book your guest room at the group rate for Region VII Head Start Association:

<https://www.marriott.com/event-reservations/reservation-link.mi?id=1675259266308&key=GRP&app=resvlink>

*Room rate is being offered at the prevailing government rate of \$123.00 per night plus applicable tax
Don’t delay: Room Block closes: 5PM, Monday, May 22, 2023, or before in the event the block sells out.*

Event Highlights



EVENT HEADLINER: The World's Largest Rubber Duck

- **National Office of Head Start (OHS)**
Heather Wanderski, Director of Program Operations
- **Regional Office of Head Start**
Clarence Small, Regional Program Manager *and Team*
- **Office of Grants Management**
Jennifer Curtiss, Grants Management Officer, School Readiness, Administration for Children and Families & Grants Team
- **Planned Language Approach (PLA) Pre-Conference Track**
Region VII Training & Technical Assistance Team
** Programs are encouraged to bring a team of 3 to 5 for this pre-track session*
- **Content Area Expert Complimentary Consultation Meet-ups**
- **Region VII Awards Recognition Brunch**
- **Reenergize & Reimagine Your Organization**
 - Getting Your Ducks in a Row Leadership Conference Track
 - Reclaim Your Joy!
 - Evolutionary Leadership: A Foundation for Positive Change
- **More than 30 Support Staff Capacity Building Session Options**
- **Developing a Fundable Application** *(ex. continuations, budget revisions and carryovers)*
- **Fiscal Reporting and the importance of Budget Monitoring**
- **Exhibitor Gallery Walk Reception**

Agenda at-a-Glance

Subject to change

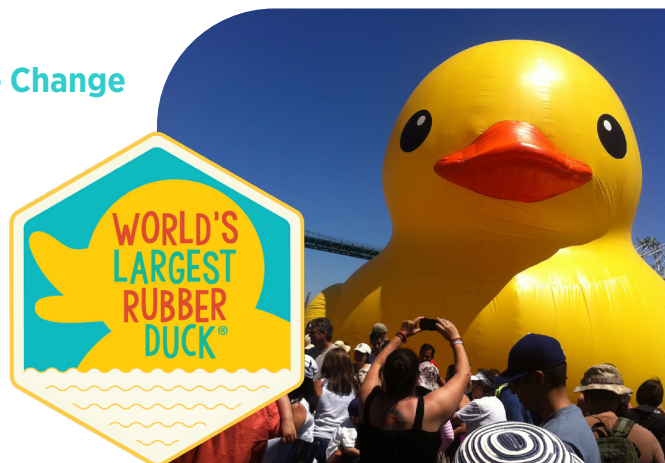
MONDAY, JUNE 12, 2023 • PRE-QUACK SESSIONS

- 8:00 AM – 5:00 PM Registration/Information Desk Open
- 9:00 AM – 4:30 PM **Planned Language Approach (PLA)**
- 9:00 – 11:30 AM **Welcome to Head Start: Part 1:**
The Story Behind the Program: More than Acronyms & Regulations
- 1:30 – 3:30 PM **Welcome to Head Start: Part 2:**
Who is on 1st? The Head Start Ecosystem

The many offices and organizations of Head Start and the role they play in supporting your program
- 4:00 – 6:30 PM R7HSA Board Meeting
- 4:30 PM **Duck Launch Ceremony**
Special Guest, Overland Park, KS Mayor Curt Skoog

TUESDAY, JUNE 13, 2023 • GETTING YOUR FEET WET

- 8:00 AM – 5:00 PM Registration/Information Desk open
- 8:30 – 9:30 AM State Peer Group Meetups
- 9:30 – 10:00 AM Coffee & Photo Shoot with the Duck
- 10:00 AM – 12:00 PM **OHS Welcome and Awards Recognition Brunch**
- 12:00 PM Exhibits Officially Open
- 1:00 – 2:30 PM **Reclaim Your Joy!**
- 2:45 – 4:30 PM **Evolutionary Leadership:
A Foundation for Positive Change**
- 4:30 – 6:30 PM **Exhibit Gallery &
Duck Walk-about
Reception**



Agenda at-a-Glance

Subject to change

WEDNESDAY, JUNE 14, 2023 • LEARNING TO SWIM

Duck Showcase continues throughout the day

8:00 AM – 5:00 PM Registration open

8:00 – 11:30 AM **Duck Leadership Track & Support Staff Capacity Building Sessions**

11:30 AM – 1:00 PM Lunch Break — lunch provided

1:00 – 4:30 PM **Continued — Duck Leadership Track & Support Staff Capacity Building Sessions**

8:00 PM **Duck Farewell**

THURSDAY, JUNE 15, 2023 • DEEPER DIVE ACTION PLANNING

8:00 AM – 2:00 PM Registration/Information Desk open

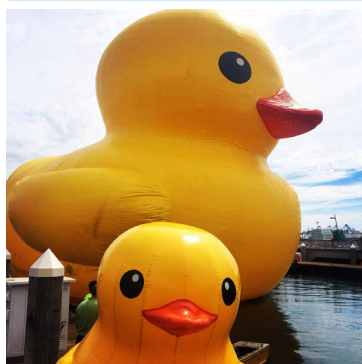
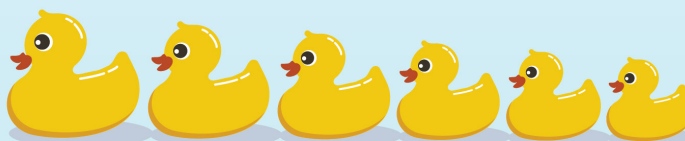
8:00 – 9:30 AM **Duck Leadership Track & Support Staff Capacity Building Sessions**

9:45 AM – 12:30 PM **General Session:
All Staff/Whole Team Program Planning – Connecting the Ducks in a Row**

12:30 PM Closing Send-Off

1:00 PM Adjourn: Box Lunch provided for the trip back home

GET YOUR DUCKS IN A ROW!

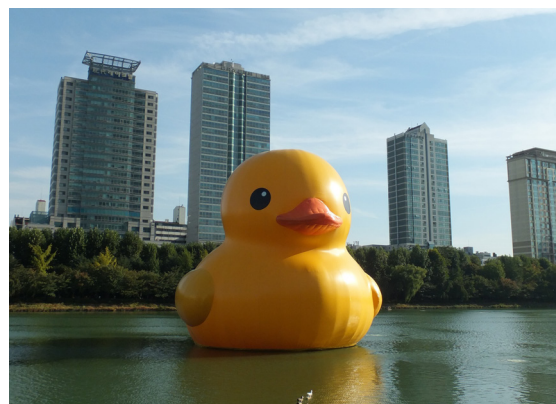


All attendees will receive an **INTERACTIVE IMPLEMENTATION PLANNER** to use throughout the conference and beyond.

In an ongoing effort to go green and preserve nature, R7HSA does not provide printed copies of the brochure. Attendees who want a printed copy are encouraged to print a copy prior to attending the event. A downloadable brochure URL will be available at the conference registration desk.

Meals provided during the event:

- Monday PLA Pre-Track includes lunch
- Tuesday Awards Brunch
- Wednesday: Lunch provided
- Thursday: Box Lunch provided



NOTE: The News Media and area dignitaries will be invited to come and go throughout the event. Be ready to share! This is your/our opportunity to Spotlight Head Start and re-ignite an interest in the field of Early Childhood Education! Afterall, learning begins at infancy. The early childhood classroom, including the infant and toddler room as well as a homebased setting is where young learners engage in school readiness activities that lead to success in school, the workplace and in life! And, as we are reminded by our friend the World's Largest Rubber Duck, it is a **FUN** place to call work!

A **WORKFORCE RECRUITMENT TABLE** will be set up throughout the event: Programs are encouraged to bring flyers and position postings to distribute. Let's get the word out and address this crisis across our region and the nation!

MONDAY, JUNE 12, 2023 • PRE-QUACK SESSIONS

9:00 AM – 4:30 PM • Planned Language Approach Location: Leatherwood 1

Presenters: Brenda Spurgeon, Katie Ingham, Loretta Skinner, Region VII TTA, ICF

To be ready for school and life, all young children, including children who are dual language learners with and without disabilities/suspected delays, benefit greatly from high-quality language and literacy experiences. The Planned-Language Approach (PLA) is a comprehensive, systematic, research-supported approach to optimizing children's language and literacy development—ALL day, EVERY day, EVERY child.

Join us to:

- LEARN more about the Planned Language Approach
 - THINK about how to best implement the Planned Language Approach to support all children, including children who are dual language learners
 - CONNECT with others to learn how the PLA resources are being implemented by Head Start and Early Head Start programs
 - PLAN next steps to implement a Planned Language Approach in your program
-

9:00 AM – 3:30 PM • Welcome to Head Start Location: Cottonwood 1

• 9:00am-11:30 (Part 1) *The Story behind the Program: More than Acronyms and Regulations*

Presenters: Karen Suprenant, Donna Veatch

• 1:00-3:30pm (Part 2) *Who is on First? The Head Start Ecosystem*

Presenters: Clarence Small, Linda Benoit, Steph Knust, Carolyn Stemmons, Pam LaFrenz, Donna Veatch

It is no secret that Head Start is a complex organization. Welcome to Head Start is a two-part workshop designed to support staff develop a better understanding of the program including the organizational structure from the federal to local level. Participants will leave this 2-part training session with a greater knowledge of how the many puzzle pieces of Head Start fit together. Part 1 will focus on the history of Head Start and the part that each staff member plays in moving the Head Start mission forward on a day-to-day basis. Part 2 will focus on national, state and local Head Start organizations and their connections to the work everyone involved in the program does to better serve at risk children and families.



4:30 PM • Duck Launch Ceremony

Special Guest, Overland Park, KS Mayor Curt Skoog

Location: Back parking lot



TUESDAY, JUNE 13, 2023 • GETTING YOUR FEET WET

8:30 – 9:30 AM • State Peer Group Meetings

Iowa: Hawthorne 1, Kansas: Hawthorne 2, Missouri: Leatherwood 1, Nebraska: Leatherwood 2

10:00 AM – 12:00 PM • Opening Session & Award Recognition Brunch

Location: Cottonwood 2&3

• *Getting Your Ducks in a Row Kick-Off!*

• *Office of Head Start (OHS):*

- Clarence Small, Regional Program Manager, Region VII OHS
 - Heather Wanderski, Director of the Program Operations, Washington DC OHS
-

1:00 – 2:30 PM • Plenary Session Location: Cottonwood 2&3

Reclaim Your Joy!

Presenter: Erin Ramsey, Living Inspired, LLC

Session Description: Happy, healthy, and joyful early educators make for happy, healthy, and joyful programs. In this refreshing and inspiring keynote, early care and education leader, author and inspirational speaker, Erin Ramsey will inspire you to pave a positive path forward with ways to claim your power, remove your roadblocks and find your joy. Erin will share tools, stories, photos, and poetry that will provide you with an opportunity to reset and rejuvenate to improve your life and work!

Outcomes: Reflect on the possibilities for your life and your career Recognize roadblocks that may be holding you back Identify ways to claim your power Discover choices you can make to positively impact your life Pinpoint action steps to clear the way for joy.

Target Audience: All Attendees

2:45 - 4:30 PM • Opening Keynote Session Location: Cottonwood 2&3

Evolutionary Leadership: A Foundation for Positive Change (1 of 2 Duck Track Anchor Sessions)

Presenter: Steven Russell



This session is one of two ***Ducks in a Row: Reimagining & Reorganizing Your Organization Duck Track*** anchor sessions designed for all attendees.

Be prepared to participate in an engaging lively session designed to shift our focus to see the possibilities for a post-pandemic Head Start. As we honor the challenges of the past three years, this session will focus on leadership qualities, skills, and behaviors we see in high-performing organizations that are resilient and forward thinking. The foundational messages will come from Frederic Laloux' work in *Reinventing Organizations*.

Big Idea: shifting our lens to see the possibilities for a post pandemic Head Start.

- Focus on leadership's role, some of the key qualities, structures, skills, behaviors in high performing organizations, organizations that are resilient and forward thinking.
- Set the stage by honoring our current reality (through data).
- Growth Mindset, Mental Models, Zoom in Zoom out concepts (video)
- Upstream versus downstream thinking
- Importance of surfacing our purpose (individual and collective)
- Impact of organizational culture
- Introduce Reinventing Model (video)
- Heroes in today's world

Attendees will leave this session excited and ready to embark on what promises to be a two and one-half day voyage of meaningful professional development opportunities which include a self-designed itinerary of learning across a spectrum of capacity building sessions structured on specific focus areas & roles across an organization.

Plan to join your team and colleagues from across the region as we open our hearts and minds and set sail together exploring and navigating a brighter and more positive future. Working together to get our "DUCKS IN A ROW"!

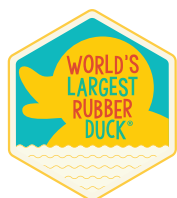


Exhibit Duck Walk-About Reception

4:30 - 6:30 PM

Location: Cottonwood & Leatherwood Lobbies and back parking lot



Evolutionary Leadership: The Secret of Implementing New Ideas (Duck Track Session 1)

8:00 – 9:30 AM Location: Cottonwood 1



Presenter: Steven Russell

Session Description: Building on the opening session participants will engage in exploring key strategies for designing the Head Start Organization for today and the future. What does it look like and what will it take to move forward? We will explore some practical strategies for employing high leverage actions that support employee retention and engagement, improved outcomes for children and families, and stronger community partnerships.

Focus: The BIG Idea: Designing the Head Start Organization for today and tomorrow

Physically Aggressive and Destructive Behavior Practical Solutions (PART 1)

8:00 – 9:30 AM Location: Leatherwood 1

Presenters: Catherine Swackhamer, Ph.D. Region VII Head Start TTA Early Childhood Specialist Manager, ICF accompanied by TTA experts supporting the session including Pam Kruger, Disabilities Specialist, Shelby Sattman, Health Specialist, Early Childhood Specialists: Brenda Spurgeon, Bethanie Grass, Kati Ingham & Loretta Skinner

Session Description: Teaching staff, when faced with extreme aggressive or destructive behaviors can often feel helpless and unsupported in the moment. The desire is first and foremost the safety and wellbeing of all children in the room. This presentation is designed to look at what foundations are necessary within teacher professional development that can help to provide sound knowledge base to design their classroom and practical strategies to implement in the moment.

Outcomes: Defining the problem – You are not alone. • Understanding of what early childhood caregivers need to be grounded in. • Add some specific strategies to the teacher toolkit to try when faced with dangerous and/or destructive behaviors in the classroom.

Focus: Education/Disabilities

Fiscal reporting and the importance of Budget Monitoring

8:00 – 11:30 AM Location: Leatherwood 2

Presenters: Jennifer Curtiss, Grants Management Officer, School Readiness, Administration for Children and Families & OGM Team

Description: This session is geared toward grant recipients' fiscal staff; however, grant recipients' program staff are welcome to attend. Regional office staff will review the requirements and content of the SF-425, SF-428 and SF-429 reports and discuss the various platforms that are used to submit these reports. We will review the contents of a Notice of Award and where to look for important dates tied to fiscal reporting. We will discuss the importance of regular budget vs. actual expenditure monitoring (who should be involved, when conversations should occur around projected unspent funds and options for re-purposing those funds within appropriate timeframes). We will also review the differences between liquidation extensions and no cost extensions.

Focus: Fiscal Reporting & Budgeting

Getting Ready, Set, Go...Creating an Engaging Parent-Teacher Conference

8:00 – 9:30 AM Location: Leatherwood 3

Presenters: Dr. Lisa Knoche, University of Nebraska-Lincoln, Nebraska Center for Research on Children, Youth, Families and Schools, Dr. Tamara Hechtner-Galvin, University of Nebraska-Lincoln, CYFS-Project Coordinator for Getting Ready PDG. Katie Zabel, University of Nebraska-Lincoln, CYFS-Early Childhood Coach and Trainer for Getting Ready PDG.

Session Description: Opportunity: (noun) A set of circumstances that makes it possible to do something. Parent-Teacher Conferences provide an opportunity to enhance partnership with parents to support children's learning.

Join us to gain knowledge about collaboration, effective conference components, and a tool that will make the most of your opportunity with parents. Focus of the session will be the use of two evidence-based strategies that educators can intentionally integrate within a collaborative parent-teacher conference structure to enhance partnership between parent and teacher.

Outcomes: Participants will come away with a structure and a tool for conducting engaging parent-teacher conferences. Participants will learn two strategies to use with families. Participants will understand the difference between parent involvement and parent partnership.

Focus: Family Engagement

Leveraging Compassion and Empathy to Elevate Standards of Quality Care

8:00 – 9:30 AM Location: Hawthorne 1

Presenter: Felicia Williams Infant/Toddler Mentor Teacher, Project Eagle/Educare Kansas City

Session Description: This session is ideal for any person struggling with the complications of staff shortages and provider burnout and seeks simple ways to identify and alleviate the root causes of these barriers. By persistently practicing being compassionate and empathetic to one another, we are creating a work environment of trust, belonging, and ultimate inclusion: ensuring that each individual is seen, heard, and valued.

Outcomes: Participants will gain insight into the importance of: Noticing and validating teacher perspectives in regard to their individual practice, classroom responsibilities, and organizational culture to inspire intrinsic motivation toward excellence. Incorporating teachers' passions, ideologies, and concerns into actionable line items within executive decision-making processes to drive substantial change in policy, procedures, and best practice.

Focus: HR-Onboarding, Staff Retention, Coaching

The 5 Ws of ELOF

8:00 – 9:30 AM Location: Hawthorne 2

Presenters: Megan Peltzer, Education Coach & Karla Winterscheidt, Education Manager, NEK-CAP Head Start

Description: Participants will first engage in a brief "Jeopardy" ice breaker game and answer questions on the different domains of ELOF. A short video will provide a broad overview of the why of ELOF. Presenters will then go more in-depth about ELOF and provide their own personal experience utilizing the framework. Participants will have the opportunity for some hands on learning during a Community of Practice session. As the session begins to wrap up, time will be allotted for questions.

Focus: Familiarize both new and veteran staff on the importance of the Early Learning Outcome Framework.

Outcomes: Understand the guiding principles, element characteristics, and domain areas of ELOF. Utilize the framework to align with agency program and curriculum.

Focus: Education / Disabilities

Leadership that Works!

8:00 – 9:30 AM Location: Maple Room

Presenter: Linda Bethany Coverson Senior Family & Community Partnership Administrator, YWCA Metro St. Louis Early Education Program

Description: “Leadership that Works” is a presentation which will provide information on proven strategies that are effective in building leadership skills using recognized resources developed by Stephen Covey, Ken Blanchard, Marc Muchnik, and John Maxwell. This presentation will cover leadership laws and principles needed to build a culture of leadership, which include capacity development, the power of influence, understanding process, the essentials of connection, respect, and intuition.

Outcomes: 1. Participants will have the opportunity to hear information and receive tools that will help them to assess their current approach to leadership. 2. Form a fresh perspective on leadership that can be used to assist with building stronger teams that work collaboratively to accomplish Head Start and Early Head Start outcomes. 3. Understand the importance of establishing a strategic organizational structure that promotes a culture of leadership at all levels.

Focus: Leadership

Transportation Compliance and Safety Requirements...Driving Best Practices in Your Program!

8:00 – 9:30 AM Location: Juniper Room

Presenter: Lori Ferris, Executive Director, Iowa Head Start Association

Description: Meeting 1303 Subpart F—Transportation requirements can feel like a daunting task. During this 90-minute session we will break down the standards and discuss how your program can feel confident they have effective policies and procedures in place to provide safe transportation to their students while meeting Head Start Program Performance Standards (HSPPS).

Outcomes:

- 1.) Attendees will understand how to meet important safety and compliance requirements related to transportation.
- 2.) Attendees will understand how to effectively train bus monitors, drivers, parents and students.
- 3.) Attendees will feel more confident about developing strong policies and procedures to support their transportation program.

Focus: Transportation/Safe Environments

Igniting the Leadership in All Staff (Duck Track Session 2)

10:00 – 11:30 AM Location: Cottonwood 1



Presenters: Janet Humphries & Karen Surprenant

Session Description: In this session we will examine organizational culture and values and how we might re-invent them. How can we strengthen our organizational culture and create an environment that welcomes the unique attributes of all staff and maximizes their leadership potential? How can we identify and exemplify our values to boost team cohesion, performance, and well-being? We will also examine the practices of teal organizations and explore how we might utilize these practices in our own organizations. During the session we will dive into questions that present an opportunity for reflection:

- How can we align the personal values of our staff with our organizational values?
- How can we create an atmosphere of trust in order to strengthen and support the staff that we have?
- What changes do we need to make to our existing HR practices?
- What are other roadblocks to getting our HR ducks in a row?

Focus: Incorporating wholeness across the organization

Physically Aggressive and Destructive Behavior Practical Solutions (PART 2)

10:00 – 11:30 AM Location: Leatherwood 1

Presenters: Catherine Swackhamer, Ph.D. Region VII Head Start TTA Early Childhood Specialist Manager, ICF accompanied by panel of TTA experts supporting the session including Pam Kruger, Disabilities Specialist, Shelby Sattman, Health Specialist, Early Childhood Specialists: Brenda Sprugen, Bethanie Grass, Kati Ingham, Loretta Skinner

Description: (See 8:00-9:30 block for session description)

Cultivating Healthy Intentional Mindful Educators (CHIME): A Mindfulness and Compassion Program for EHS/HS Educators

10:00 – 11:30 AM Location: Leatherwood 3

Presenters: Jaci Foged, Early Childhood Extension Educator and Project Coordinator, University of Nebraska – Lincoln & Lynn DeVries, Early Childhood Extension Educator

Session Description: CHIME provides education and guidance for practicing mindfulness and compassion-based strategies to engage in reflective practices. Mindfulness and reflective practice have many benefits for health and well-being, including reduced stress, improved emotion management, increased focus and attention, and enhanced relationships. Presenters will discuss what The CHIME Program is, share our promising findings, and provide resources to support children's social and emotional learning.

Outcomes: Participants will be able to define mindfulness and learn how it applies in the EHS/HS setting. • Understand how mindfulness helps with teacher self-regulation and managing stress. • Identify ways to incorporate mindfulness into daily activities. • Learn how to participate in the 8-week CHIME program and about our facilitator training

Focus: Mental Health

Parents' Perceptions of STEM: The Use of STEM Materials in the Home Environment

10:00 – 11:30 AM Location: Hawthorne 1

Presenters: Paula Thompson, Associate Professor, Chris Knoell, Professor Jane Strawhecker, Professor, Angela Bardell, Teacher & Nicole Shundoff, Teacher, University of Nebraska Kearney

Description: Studies indicate that parental engagement yields positive influences on children's interest and achievement in STEM content. However, parents sometimes feel unprepared to support their young children in STEM learning. This session will share lessons learned from parent reflections and potential strategies for supporting parent-child engagement in meaningful STEM interactions.

Outcomes: Participants will gain insight on parent perceptions for supporting STEM learning. Participants will learn about strategies for supporting parent self-efficacy for supporting STEM learning. Participants will experience STEM activities appropriate for in-home learning.

Focus: Family Engagement: Science, Technology, Engineering, Math

The 4 C's to Improve Active Supervision

10:00 – 11:30 AM Location: Hawthorne 2

Presenters: Bekki Piper, Education Manager & Whitney Bryant, Mental Health/Disabilities Manager, NEK-CAP Inc. Early Head Start/Head Start

Description: This session will give some additional strategies to improve upon existing active supervision measures already in place. As a staff member you want to be constantly conducting the 4 C's which are: Checking, Counting, Communicating, and Connecting while also thinking about the set-up of the environment, position of staff, scan and count, listening, and anticipating children's behaviors. Information gained in this workshop can be applied across classrooms, playgrounds, and other environments within the Early Head Start/Head Start program.

Outcomes: Participants will understand how to improve upon active supervision and how to practice active supervision in every aspect throughout the day

Focus: Education/Disabilities

Motivational Interviewing - Engaging in a Strength Based Approach

10:00 – 11:30 AM Location: Maple Room

Presenter: Karen Thomson MA, LPC

Description: Motivational interviewing (MI) is an approach that allows for maximum input by all parties to determine the level of motivation. This strength-based approach allows the participant to choose their path that best fits their learning style and through engagement creates fewer threatening exchanges.

Session objectives: Participants will be able to define and understand the process of Motivational Interviewing through practice and activities during the session. Participants will obtain a level of comfort using Motivational Interviewing

Focus: Health/Mental Health

Elevating Systems and Services for Dual Language Learners (DLL) and Their Families

10:00 – 11:30 AM Location: Juniper Room

Presenters: Bethanie Grass, Region VII TTA Early Childhood Specialist & Loretta Skinner, Region VII TTA Early Childhood Specialist, Region VII TTA, ICF

Session Description: Through this overview of the Dual Language Learners Program Assessment (DLLPA), participants will have the opportunity to explore how to use this document as a tool for continued growth of systems and services for dual language learners and their families. The DLLPA serves as both a comprehensive assessment for program-wide coordinated approaches planning and a resource guide to support integration of culturally and linguistically responsive practices for all children.

Outcomes: Participants will identify systems and services outlined in the Dual Language Learners Program Assessment (DLLPA) that ensure the full and effective participation of children who are DLLs and their families. • Identify use of the DLLPA as a comprehensive assessment tool to support development of a program-wide coordinated approach for children who are DLLs. • Connect with resources that promote integration of culturally and linguistically responsive practices for all children.

Focus: Diversity/Equity/Inclusion (DEI)

The Critical Nature of Relationships: Skill Building (Duck Track Session 3)

1:00 – 2:30 PM Location: Cottonwood 1



Presenters: Karen Surprenant & Janet Humphries

Session Description: This session in the Ducks in a Row series will focus on expanding awareness, cultivating trusting relationships, supporting true individual and organizational well-being and developing human-centered cultures requires leaders to engage in compassionate relationships with themselves and with staff. Growth in human potential today involves a shift in mindset leading to a shift in behavior; active ongoing support in the form of inspiration and motivation are critical for this to occur. Implementing a coaching mindset throughout the entire program results in a dynamic community of thinkers promoting learning on all levels. 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.

Focus: Creating a Coaching Mindset

Developing a Fundable Application (ex. continuations, budget revisions and carryovers)

1:00 – 4:30 PM Location: Leatherwood 2

Presenters: Jennifer Curtiss, Grants Management Officer, School Readiness, Administration for Children and Families & OGM Team

Session Description: Grant recipients' program and fiscal staff are encouraged to jointly attend this session offered by regional office staff on developing a fundable application. For example, we will discuss the level of detail needed in your budget justification/narrative, ensuring the SF424A matches the funding guidance letter as well as the application narrative, discussing when a budget revision and/or carryover is needed and what information should be included to support the request, etc. Following this session, you should be better equipped to submit applications requiring less follow-up and/or revisions.

Focus: Fiscal

Neurodivergent Play! A Different Way

1:00 – 2:30 PM Location: Leatherwood 3

Presenter: Amy Nelson

Description: To support neurodivergent children, we must recognize that different brains need different approaches! Attendees will learn about affirming approaches designed to be inclusive of all learners, explore creative strategies for overcoming common barriers to participation, and learn strength-based strategies for nurturing neurodivergent play.

Outcomes: Participants will: 1) identify the concepts of neurodiversity and learning differences. 2) review barriers to participation and assess accommodations to promote engagement. 3) explore strategies for nurturing play with neurodivergent children.

Focus: Health, Mental Health, Nutrition

The Art of Listening

1:00 – 2:30 PM Location: Hawthorne 1

Presenter: Johanna Soto, CEO

Description: This workshop is designed to build the participant's capacity in the area of communication to ensure they have the skills necessary to effectively communicate individually or in groups. Participants will engage in activities that develop/strengthen active listening and nonverbal language observation skills and generate empowering questions to generate solutions. The session will focus on 5 principles and 5 practices designed to help the development and enhancement of crucial skills needed in connecting to others while ensuring the participant understands the importance of remaining authentic in relationships at all levels.

Outcomes: 1. Equip participants with the skills necessary to communicate effectively individually or in groups.
2. Develop/strengthen active listening and nonverbal language observation skills.
3. Learn 5 principles and 5 practices to develop the crucial skill of connection.

Focus: Communication

Overview of the Big 5 for All (PART 1)

1:00 – 2:30 PM Location: Hawthorne 2

Presenters: Brenda Spurgeon, Head Start TTA EC Specialist & Katie Ingham, Head Start TTA EC Specialist, ICF

Description: High-quality language and literacy practices support all children's development. In addition, some teaching practices are especially important to support the development of children who are DLLs. Children follow similar learning paths, which is why the Big 5 is important for all. Come to this session and learn what those Big 5 skills are, why they're important, and some key resources to use in your program.

Outcomes: Define each of the five key major language and literacy skills that lead to later school success for all children.
• Identify resources for teachers and managers to learn about and implement the key language and literacy skills • Identify strategies to support children who are dual language learners.

Focus: Language, Literacy, Dual Language Learners

Learning Is Fun with Technology: Innovative Approaches to Active Learning

1:00 – 2:30 PM Location: Maple Room

Presenters: Amy Turcotte, Early Childhood Technology Coach & Kenesha Vinson, Head Start Teacher

Description: Educare Kansas City is embarking on a three-year technology pilot where we are inviting children and teachers to use technology, including screens, in a way unlike their encounters at home or elsewhere. We are invested in eliminating technology that tells children what and how to think in favor of technology that supports and encourages active learning. Join us for this session where we describe our lessons-learned, how we've implemented coaching and how we are engaging families.

Outcomes: 1) Share the lessons we've learned so far since integrating technology (iPads, smartboards, coding manipulatives, and robots) into our classroom environments and routines
2) Describe the coaching method and tools used during the first year of this pilot
3) Participants will leave having completed a reflection and planning tool around technology

Focus: Technology

Parents are Diamonds In the Rough

1:00 – 2:30 PM Location: Juniper Room

Presenters: Patricia Oliver Parent Services Administrator, YWCA St. Louis Head Start\Early Head Start program & Katherine McHaynes, Founder and Director the grandparent program-SEED- Sources Empowering Emergent Development

Description: This workshop will prepare participants to recognize every parent is a diamond. we want to bring the participants to self-reflection how they view the parent. Develop healthy relationships, and expectations concerning parents. The workshop will provide the necessary tools and techniques to assist the participants with enhanced systems to implement in the polishing, buffing, shining and remounting stages that will successfully address the long and short term goals of the families.

Outcomes: Participants will recognize that every parent is a diamond in the rough but sometimes the first impression does not showcase the real gem that they are. Parents will be served with respect and positive expectations, with the perception that the energy placed in them overtime will produce healthy outcomes. Parents will not be seen with a one size fits all view, but as individuals who all have potentials.

Focus: ERSEA/Family Engagement

Understanding My Normal, so I Can Understand Their Normal

1:00 – 4:30 PM Location: Leatherwood 1

Presenter: Steve Zwolak, Director Emeritus of University City Children's Center and LUME Institute

Leaders: Here is an opportunity to begin to understand your “Why” and how it influences how you see others. Know your “Why”, so you know “What” to do and “How” to do it!

Description: This session addresses the growing need to deepen our exploration of the current and forecasted challenges facing leadership, management and teachers, regarding children, families and the workforce. The work today, in early childhood, must have deep roots in REFLECTIVE ENGAGEMENTS within us and within others, particularly post pandemic, when we are seeing an uptick in challenging behaviors. Our Children, Teachers and Families will need our support differently, unlike any other time in our lifetime. Our work of early childhood must be tightly knitted with mental health principles to mitigate mental health challenges and advance long term mental wellness. Today, more so than ever!

Outcomes: Objectives: 1 - to understand the deep need for reflective practices 2 - To begin to understand the long-term impact of COVID on our children and families 3 - To see how high levels of resilience are necessary, particularly now! 4 - to begin to see the deep connection between early childhood education and mental health principles

Focus: Mental Health

Leading with Optimism & Intentionality in a Post-Covid Era (Duck Track Session 4)

3:00 – 4:30 PM Location: Cottonwood 1



Presenters: Janet Humphries & Donna Veatch

Session Description: This session will focus on the importance of valuing that we are all leaders in our own right and are needed now to strengthen our own and each other's human potentials for supporting current needs of staff, children, families and our communities, as we build and maintain an organizational culture that fully supports a healthy work environment. We will examine what it means to be humanistically intentional. How do you develop greater self-awareness? What does it require to build a strong holistic team with a foundation of trust and truly authentic relationships? How do you build capacity so everyone can be a leader within the program?

The session will include a look at resources that address the question: What Does It Mean to be a Manager Today?

Focus: Creating a healthy work environment

Parental and Professional Views of Child Development When Preschoolers Transition to Kindergarten

3:00 – 4:30 PM Location: Leatherwood 3

Presenters: Marisa Macy, Associate Professor of Early Childhood Education & Mark Reid, Dean of College of Education at University of Nebraska

Description: Parental involvement in their child's education has taken on significant changes with the onset of a global pandemic due to COVID-19. Parents are increasingly involved in early childhood educational matters like never before. A paradigm shift has happened where parents have become more involved in the day-to-day educational responsibilities that were once dominated by professionals. We will share an assessment model for examining congruency between professionals and parents when assessing preschoolers.

Outcomes: By the end of this session, participants will: (a) become familiar with an assessment approach for preschoolers transitioning to kindergarten, and (b) identify methods for supporting transitions for family and professional collaboration.

Focus: Education/Disabilities

Addressing Adversity: It Starts With Us!

3:00 – 4:30 PM Location: Hawthorne 1

Presenters: Haley Mortensen, Mental Health and Disabilities Coordinator/ Social Worker & Gabrielle Tanner, Program Director/Principal, Sheldon Head Start Child Development Center

Description: Being trauma informed is core to the Head Start model, but being trauma-informed requires intentionality, upkeep, and continuous self-reflection. In this training we will cover what it means to be trauma-informed along with policies, procedures and practices that are reflective of being a trauma-informed program.

Outcomes: Participants of this session will walk away with an understanding of trauma-informed practices. -Participants will be provided strategies to implement to address the adversity in their own programs.

Focus: Health, Mental Health

Overview of the Big 5 for All (PART 2)

3:00 – 4:30 PM Location: Hawthorne 2

Presenters: Brenda Spurgeon, Head Start TTA EC Specialist & Katie Ingham, Head Start TTA EC Specialist, ICF

Description: High-quality language and literacy practices support all children's development. In addition, some teaching practices are especially important to support the development of children who are DLLs. Children follow similar learning paths, which is why the Big 5 is important for all. Come to this session and learn what those Big 5 skills are, why they're important, and some key resources to use in your program.

Outcomes: Define each of the five key major language and literacy skills that lead to later school success for all children.

- Identify resources for teachers and managers to learn about and implement the key language and literacy skills
- Identify strategies to support children who are dual language learners.

Focus: Language and Literacy & Dual Language Learners

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

3:00 – 4:30 PM Location: Maple Room

Presenter: Jessica Elzey, Ed.S DRDP Account Specialist, ChildPlus

Description: ChildPlus has partnered with West Ed to add this strength-based child assessment to our software. Learn how a criterion-referenced assessment focuses on what a child can do, not what the child cannot do in the center and at home. Explore this assessment and determine how observations in the center and home affect growth on the ELOF-based continuum. Once looking at the assessment observation, connect them to school readiness goals. Attendees will review reports in ChildPlus

Training Objectives: Determine how observations in the center and home affect growth on an ELOF based continuum Review a variety of reports that allow you to determine growth on school readiness goals Review a criterion-referenced assessment from early infancy to kindergarten entry.

Outcomes: Learning Targets: Capturing observations & how to align to children and measures Using reports to determine if school readiness goals are being met. Become familiar with the criterion-referenced assessment

Focus: Software Data Management

Target Audience: Education / Disabilities

Family Engagement / Getting to Know You

3:00 – 4:30 PM Location: Juniper Room

*Presenters: Shelby Howard, Family & Community Resource Manager
& Susan Middleton, ERSEA Manager, NEK-CAP, Inc.*

Description: This is an interactive session for everyone with a focus on family advocates. Taking the time to get to know parents with simple conversations develops relationships and improves school achievement. This simple training activity builds staff confidence to start the process. Attendees will participate in a mini partnership and share with the group.

Outcomes: Increased skill and a greater understanding of the family engagement process through the family development partnership.

Focus: Family Engagement



DUCK SEND OFF

WEDNESDAY, JUNE 14

5:00 – 7:00 PM

Location: Back Parking Lot



Plan to join your colleagues and peers on the back parking lot for one last photo opportunity with Mama and Baby Duck before they pack up and head north for the summer!

THURSDAY, JUNE 15 • DEEPER DIVE ACTION PLANNING

Starting our Journey Home: A New Opportunity (Duck Track Session 5)

8:00 – 9:30 AM Location: Cottonwood 1



Presenter: Steven Russell

Session Description: This session will focus on how effective leaders work with people individually, in small group settings, across networks, and across the entire organization. In this session we will reflect back on the past two days and the key messages in Laloux's Reinventing Organizations as well as the other sessions. We will surface the skills that we practice regularly that contribute to our effectiveness (our strengths) as well as habits and competencies that don't come naturally and areas for potential growth. There will be an opportunity to gain a better understanding of the leadership qualities, skills, and behaviors present in successful Teal Organizations.

Focus: Monday Morning

The Art of Listening (REPEAT SESSION)

8:00 – 9:30 AM Location: Leatherwood 1

Presenter: Johanna Soto, CEO

Description: This workshop is designed to build the participant's capacity in the area of communication to ensure they have the skills necessary to effectively communicate individually or in groups. Participants will engage in activities that develop/strengthen active listening and nonverbal language observation skills and generate empowering questions to generate solutions. The session will focus on 5 principles and 5 practices designed to help the development and enhancement of crucial skills needed in connecting to others while ensuring the participant understands the importance of remaining authentic in relationships at all levels.

Outcomes: 1. Equip participants with the skills necessary to communicate effectively individually or in groups.
2. Develop/strengthen active listening and nonverbal language observation skills.
3. Learn 5 principles and 5 practices to develop the crucial skill of connection.

Focus: Communication

THURSDAY, JUNE 15 • DEEPER DIVE ACTION PLANNING

Support Duckling Development!

8:00 – 9:30 AM Location: Leatherwood 2

Presenters: Bethanie Grass, Region VII TTA Early Childhood Specialist & Loretta Skinner, Region VII TTA Early Childhood Specialist, Region VII TTA, ICF

Description: It is known through both experience and research, programs who utilize child development knowledge, skills and effective practices are better prepared to deliver developmentally appropriate learning experiences, positively impacting growth and development for all children. Through engaging activities, explore approaches to leveraging available Child Development resources to support planning of systems and services across all program options.

Outcomes: Participants will be able to explain how a foundation of child development can be built upon to increase positive outcomes for children. • Identify strategies to keep child development threaded throughout our work with children and families. • Connect with resources to support staff working with children and families.

Focus: Child Development

Boosting In-Kind Using a Continuous Quality Improvement Model

8:00 – 9:30 AM Location: Leatherwood 3

Presenter: Ruth Prescott, Head Start Consultant, Learning Genie

Description: In this session, we discuss in detail how agencies can capitalize on continuous quality improvement processes to analyze data and increase in-kind donations. Tips for determining, collecting, and documenting in-kind will be discussed. Examples of approved contributions will be reviewed and the valuation of in-kind will be presented.

Outcomes: 1. Plan how to increase agency's non-federal share through parent activities. 2. Understand documentation and valuation of in-kind. 3. Understand how to minimize errors regarding non-federal share. 4. How to use a PDSA methodology to monitor and evaluate in-kind data for continuous quality improvement.

Focus: ERSEA/Family Engagement

Early And Efficient Vision Screening: Identifying vision problems when treatment and prevention are still feasible

8:00 – 9:30 AM Location: Hawthorne 1

Presenter: Jami Cortez Consultant - Vision Screening Programs

Description: Preschool vision screening helps identify vision problems at an early age where treatment and prevention from the potential of life-long vision issues is still feasible. Directors will learn how to easily implement the vision screening process at their centers, while staff will learn vision screening methods.

Outcomes: All attendees, including parents, will have a much better understanding of the vision abnormalities to look for in the preschool setting. #1: Attendees will better understand the main vision problems associated with children in the preschool age; why they're so important to detect and treat at an early age. #2: Will gain an understanding of the appropriate methodologies of screening young children as determined by the AAP (American Academy of Pediatrics) and AAPOS (the American Academy of Pediatric Ophthalmology and Strabismus). #3: Attendees will learn the importance of post-referral follow up types of treatment they might expect.

Focus: Health/Disabilities

THURSDAY, JUNE 15 • DEEPER DIVE ACTION PLANNING

Measurable Talk = Immeasurable Benefits: The State of Teacher-Child Interaction in ECE

8:00 – 9:30 AM Location: Hawthorne 2

Presenter: Ginger Galban- Regional Partnership Director

Description: In this session, we will answer two important questions about quality in early childhood education: What is the current state of teacher-child interaction in early childhood education, and why does it matter? How can we sustain well-being in the workplace?

Outcomes: Participants will be able to explain what a conversational turn is and how it impacts brain development and later life outcomes. Build awareness about the state of educator-child interactions in early childhood settings. Further conceptual knowledge on conversational turns and how those relate to quality early learning

Focus: Education / Disabilities

The Importance of Home Language for Dual Language Learners

8:00 – 9:30 AM Location: Maple Room

Presenters: Katie Ingham, R7 TTA Early Childhood Specialist & Langston Jones, R7 Family Engagement Specialist

Description: School Readiness and school success for children who are DLLs are tied directly to proficiency in their home language. The benefits of being bilingual, the importance of home language, and the value of becoming bilingual will be shared. All staff will appreciate the resources to help ensure cultural and linguistically appropriate services for families and children zero to five by holding high expectations and promoting positive learning experiences.

Focus: Dual Language Learners

Wrestling with Safe Sleep: Safe Sleep Advocate Training

8:00 – 9:30 AM Location: Juniper Room

Presenter: Christy Schunn, Executive Director, Kansas Infant Death and SIDS Network, INC.

Session Description: Participants attending this session will be Certified Safe Sleep Advocates upon completion of the session. Training will allow participants to take back their information and skills to their community and further educate other providers and families on the American Academy of Pediatrics Safe Sleep Recommendations.

“Safe Sleep Training Objectives:

1. Understand the background on SIDS and other sleep-related causes of infant death.
2. Identify safe sleep interventions and how to apply to priority populations.
3. Learn to explain a safe sleep environment and address barriers to safe sleep.”

Focus: Safe Environments

THURSDAY, JUNE 15 • DEEPER DIVE ACTION PLANNING

Connecting the Ducks in a Row: All Staff/Whole Team Program Planning (Duck Track Session 6 & 2 of 2 Duck Track Anchor Sessions)



9:45 AM – 12:30 PM Location: Cottonwood 2&3

Presenter: Steven Russell

Plan to rejoin your team for a session that promises to assist every participant gain a fuller understanding of how important their role is in the overall future success of their respective program. Considering the key messages shared throughout the past three days, participants will engage in an interactive activity visualizing and constructing their Head Start of tomorrow. This final session will culminate with an implementation plan to put our ducks in a row. Bringing it all together around the concept that we are all leaders in our own right and are needed now to strengthen our own and each other's human potential for supporting current needs of staff, children, families and our communities.

Focus: Designing an Inclusive Plan

CLOSING SEND-OFF: THE REASON “WHY” WE DO WHAT WE DO!

12:30 – 1:00 PM Location: Cottonwood 2&3

Grab & Go Box Lunches Provided

***Time to spread your wings
and fly off to new possibilities!***



PRESENTER BIOGRAPHIES

LEAD PRESENTERS

Amy Nelson is a licensed Clinical Social Worker, LCSW, LSCSW, RPT-S SEL Coach and Consultant, Play Therapist, and expert in embracing neurodiversity and inclusion in the classroom. As the founder of Emotional Milestones, she helps professionals prioritize and optimize mental and behavioral support for young children. Amy is a skilled storyteller and dynamic presenter who shares her firsthand experiences and insights at conferences nationwide.

Amy Turcotte is an Early Childhood Technology Coach. She holds a Master of Science in Child Development and Family Studies. Amy currently serves as the Early Childhood Technology Coach for Project Eagle/Educare KC, where she creates and implements professional development for teachers to increase developmentally appropriate use of technology and provides ad hoc consulting and coaching. She spent 11 years working in early childhood research, which included building websites and coordinating mobile and web-based app development.

Bekki Piper is an Education Manager. She began with NEK-CAP Inc. 24 years ago and has a Bachelor of Science with an emphasis in Family Studies. In addition to Bekki's current position, she has worked in a variety of positions with the agency including home visitor and teacher.

Whitney Bryant is a Mental Health/Disabilities Manager. She has been with NEK-CAP, Inc. for 4 years. She received her bachelor's degree in psychology at the University of St. Mary, and master's degree in early childhood Unified from the University of Kansas.

Bethanie Grass is the Region VII TTA, ICF. She has been involved in the field of Early Childhood Education for over 31 years and earned her master's degree in education and early Childhood. She has been committed to impacting positive outcomes for children, families, and staff as a teacher, trainer, and administrator for Head Start and Early Head Start Programs. Bethanie has been providing training and technical assistance over the past 12 years for Region VII Head Start.

Brenda Spurgeon is a Head Start TTA EC Specialist. She has more than 25 years of experience in Early Childhood Education. Her experience spans from infant/toddler and pre-school educator to administrator, including teaching in home based and center-based programs as well as a Program Manager for Head Start. She has also taught early childhood courses in the higher education setting. Brenda specializes in curriculum, assessment, data analysis, classroom teaching practices, and child outcomes.

Catherine Swackhamer, Ph.D. is a Region VII Head Start TTA Early Childhood Specialist Manager. She has nearly 40 years working in the field of early childhood. Her experience includes working as a home visitor and classroom teacher in Head Start to being the Director of Child Development Programs for a Cap Agency. Catherine has worked for ICF since 2003 supporting Head Start TTA contracts. Her education and experience span early childhood, counseling and she holds her doctoral degree in Cognitive Psychology.

Christy Schunn is the Executive Director of the KIDS Network and a licensed Clinical Social Worker. She is a member of the International Society for the Study and Prevention of Perinatal and Infant Death, board member of the Center for Research of Infant Birth Survival (CRIBS), Secretary of Kansas Postpartum Support International Chapter and Adjunct Social Work Instructor at Bethel College. Christy conducts research, development, and implementation of the KIDS Network Safe Sleep Certification.

Haley Mortensen is a Mental Health and Disabilities Coordinator and Social Worker. She has worked at Sheldon Head Start since graduating from the University of Kansas in 2017 with a master's degree in social work. She has additional experience in community mental health centers, child and parent advocacy, and adolescent psychiatric inpatient work. Haley has also completed a play therapy certification program. She currently resides in Topeka, Kansas with her husband and son.

PRESENTER BIOGRAPHIES

LEAD PRESENTERS

Linda Coverson is a Senior Family and Community Partnership Administrator. She began her employment with the YWCA St. Louis Head Start/Early Head Start Program in 1992. In her current role, her responsibilities include overseeing case management, disabilities & mental health services, parent education services, prenatal services, child care contracts, and community partnerships. She holds a Bachelor of Science Degree in Christian Ministry and a Master of Arts in Counseling from Lindenwood University.

Jessica Elzey is a Consulting Vision Screening Programs with an extensive background in Early Childhood Education. She is not only an expert in early education, but also special education, child assessments and curriculum. Jessica has a bachelor's degree in special education and early Childhood Education, a master's degree in early childhood education and a specialist degree in Curriculum and Instruction.

Jami Cortez is a Consulting Representative for Plusoptix. She is bilingual, fluent in Spanish. As part of the Plusoptix team she continuously assists vision screening programs throughout the United States, Puerto Rico, and Mexico. Proving educational outreach services by bringing awareness to the prevention of Amblyopia in early childhood development. She has implemented, directed, and trained others to run small & large-scale vision screening programs with best practices.

Lori Ferris is the Executive Director of the Iowa Head Start Association. As a previous Head Start and Early Head Start Program Director Lori brings a valuable appreciation and perspective to help support the unique needs of programs. Her diverse background includes 30 years of business management, organizational and policy development, health and nutrition administration and public speaking. She received a Bachelor of Science degree from Upper Iowa University. Being passionate about advocating for her state's youth and at-risk children and families is something she has cultivated throughout her life while valuing a model of continuous learning and growth. Lori enjoys developing relationships with Head Start leaders, staff and partners while supporting the Head Start and IHSA missions.

Dr. Lisa Knoche is the Research Associate Professor and Director of the Nebraska Center for Research Academy in the Nebraska Center for Research on Children, Youth, Families and Schools at the University of Nebraska-Lincoln.

Dr. Marisa Macy is the Associate Professor of Early Childhood Education at the University of Nebraska Kearney. She holds the Cille and Ron Williams Chair of Early Childhood Education and Buffett Early Childhood Institute Community Chair. Dr. Macy has more than 25 years of experience as an educator. As a Seattle native, she earned a master's and doctorate degrees in special education with early childhood special education and early intervention from the University of Oregon.

Dr. Paula Thompson is the Associate Professor at the University of Nebraska at Kearney in the College of Education. Dr. Thompson teaches early childhood courses and works with colleagues, students, and the early childhood workforce to explore educator self-efficacy, preparation, and preservice needs.

Erin Ramsey has worked in the early childhood field for thirty years as a family child care provider, teacher, executive, trainer and community organizer. She is the author of *Be Amazing: Tools for Living Inspired and Inspired Work: Showing up & Shining Bright*. She speaks for audiences throughout the country and internationally to inspire others for greater service. Erin has an undergraduate degree in Child Development and Psychology and a master's in public service administration.

Felicia Williams is an Infant/Toddler Mentor Teacher. She began her thirteen-year career at Educare Kansas City as an Infant Toddler Teacher then as a Preschool Teacher. After several years of working in the classroom, she was promoted to Teacher Leader and then on into her current position. Over the years she has honed her leadership skills by valuing unique and diverse perspectives, building relationships with peers, children, and families, and advocating on behalf of others.

Ginger Galban is a Regional Partnership Director. She is passionate about supporting educators, children, families, and communities to help promote positive outcomes. She has worked in early childhood education and the publishing industry during her more than ten years of expertise in early childhood studies. Ginger has worked with community leaders, school district leaders, non-profits, Head Starts, and teachers to close opportunity gaps one community at a time.

PRESENTER BIOGRAPHIES

LEAD PRESENTERS

Jaci Foged is an Early Childhood Extension Educator and Program Coordinator. She holds a bachelor's degree in early childhood education/Child Development from the University of Nebraska Lincoln and a master's degree in Curriculum and Instruction from Doane University in Crete, Nebraska. Jaci provides training to childcare providers and families in the Southeast area of Nebraska. Since the fall of 2000, she has been working with children birth to 8 years of age, including 8 years as a childcare director.

Johanna Soto is the Chief Empowerment Officer (CEO) of Leadership LLC. She holds a bachelor's degree in accounting/management and a master's degree in administration. Johanna also has an Executive Coach certified by Maxwell Leadership, Inc., The Coaching and Psychology Institute (CaPP), Certified DISC Consultant by Personality Insights and graduated from the Integral Coaching School as a Neuro coach Practitioner. She has over 25 years of experience EHS/HS as staff and consultant, also as monitoring process reviewer and team leader.

Katie Ingham is a Family and Community Resource Manager. She has more than 28 years of experience working in the realm of Head Start and Early Head Start serving in various roles of teacher, Master Teacher, and EHS Director. After seven years working at the grantee level, she moved to working under the monitoring contract for the Office of Head Start for 16 years. The next and current position is TTA Early Childhood Specialist in Region VII. Her expertise is in Infant/Toddler and Preschool education where she holds a master's degree.

Megan Peltzer is an Education Manager. She received her degree in social work from Missouri Western State University in 2003. Megan has worked for NEK-CAP since July 2017. She previously worked as a Lead Teacher and Family Development Advocate. She has received certification to conduct CLASS observations as well as attending numerous trainings on PBC and Conscious Discipline. She currently serves as a board member for the Kansas Head Start Association.

Patricia Oliver is a Parent Services Administrator. She has over fifty years of Head Start experience. She has a bachelor's degree in business administration and a master's degree in education. She has served as a federal reviewer for region Five and Seven, and previously as a NAEYC validator.

Ruth Prescott is a Head Start Consultant. She has been in the field of early childhood for 40 years. Ruth has presented at conferences on the local, state, and national levels. She was a Head Start Director and Manager of Early Childhood Programs for a large social service agency in Chicago. She assisted in working with agency management staff to develop the program and train staff when they received a large Head Start grant. Currently, she is a Head Start federal reviewer and consultant for Learning Genie.

Shelby Howard is a Family and Community Resource Manager and has been in Head Start for 25+ years. She obtained her bachelor's degree from Kansas State University in 1986, FDC instructor and Portfolio Advisor certification 2011, Family Development Credential (FDC) 2014, Kansas Community Action Living the Promise Award 2014, National Certified ROMA Implementer 2017 and is a past Head Start parent.

Steve Zwolak is the Director Emeritus of University City Children's Center and LUME Institute. He has over 50 years' experience as a student of children, advocating for our profession. Steve's work in early childhood enabled him to build the LUME Approach, focusing on Emotionally Responsive Practice, braiding ECE and mental health principles. In addition, it integrates concepts of DEI from a developmental perspective. LUME focuses on a parallel process-helping our leadership hold the hearts and souls of teachers, so teachers can hold the hearts and souls of children.

PRESENTER BIOGRAPHIES

DUCK TRACK PRESENTERS

Karen Surprenant has spent her entire career in Head Start in both direct services as a Head Start Director and in the national Training and Technical Assistance network as a Program Management and Governance Specialist. Karen has developed a wide range of resources to support grantees in the areas of leadership, program planning, data utilization and ERSEA. She has provided training on these topics through various means including webinars, conferences, and institutes. As a Head Start director for over 20 years, Karen used her management skills to expand enrollment, acquire facilities, oversee multiple funding streams, and develop systems to monitor and enhance program services. She has worked extensively with Boards and Policy Councils, providing the training and technical assistance needed for meaningful decision-making. Karen has held leadership positions on state and regional boards and has developed partnerships at the local level to strengthen services for children and families.

She holds a master's degree in educational leadership from Bridgewater State University and a bachelor's degree in elementary education and psychology from UMass Dartmouth. Ms. Surprenant currently serves as a FA2 reviewer.

Steven Russell has over 16 years leading and managing early care and education programs including Head Start, Early Head Start, and Child Care services along with over 20 years of experience as a consultant, Technical Assistance Provider and Trainer at the regional and national level. Steven has an extensive background which includes years of experience at the regional and national level and fully understands and appreciates the challenges and contributions that local programs make in their communities.

Those that know Steven often use words to describe him as authentic, a leader, excellent communicator, a guy with a great sense of humor and an excellent trainer and facilitator. Drawing from personal and past experiences, Steven creates "training experiences" designed to engage and inspire individuals at all levels.

Steven holds a Master of Arts degree in Early Childhood Education from Wheelock College. He is a Head Start/Johnson & Johnson Management Fellow, University of California at Los Angeles and holds certificates in management and supervision from the University of Maine.

Janet Humphries is co-founder, principal coach and consultant for Dynamic Coaching Systems LLC. She is also an instructor at the University of Colorado Denver teaching the Early Childhood Coaching Certificate, which she worked with a team to design in 2010. Janet has over 45 years of experience developing federal, state and Tribal early education systems and early childhood organizations. She has been a national Technical Assistance Specialist and Manager, EC Program Director, college adjunct faculty, teacher and advocate volunteer, and she has educated staff and parents as a consultant and coach. Janet led the team that developed Colorado's original Quality Rating System and is a founding member of the Colorado Coaching Consortium. She has a Masters' Degree in Early Childhood Education from the University of CO, an undergraduate degree in Behavioral Sciences, and an international AMI Montessori teaching credential.

Donna Veatch first experienced a Head Start classroom as a community volunteer in the early 1980s and was immediately hooked by the bright eyes and big smiles of the preschool children. It wasn't long after, that she became a Head Start teacher – "the most important job I've ever had." Since that time, she has dedicated her career to Head Start, serving in various roles in the field of Early Childhood Education at the local, state, regional and national level. During her tenure at the National Center on Program Management and Fiscal Operations, Donna served as the project lead in rolling out numerous OHS national initiatives. She currently serves as the Director of Executive Services for the Region VII Head Start Association, where she proudly works side by side with her son, Michael Baugher, R7HSA Director of Marketing. Donna is a past Board member of the National Head Start Association (2006-2014), graduate of the 2005 UCLA Head Start Management Fellows Program, and 2013 graduate of the NIKE Starting Block Leadership Training.

Donna holds a BA degree in Early Childhood Development where she graduated Magna Cum Laude from Ottawa University, a Graduate level certification in Executive Leadership, as well as a Master's level certification as an Executive Leadership Coach through the International Coaching Federation program at Avila University.

In 2007, she established The Donna Veatch Group, LLC, a woman-owned small business dedicated to providing support in the areas of training development, conference planning, Head Start/ECE consulting, organizational development, and professional coaching.

RELEASE AND CONSENT

The undersigned hereby irrevocably, knowingly and voluntarily grants to Region VII Head Start Association ("R7HSA") his/her consent to the use of his/her name, likeness, image, attributed quotations, and/or other identifying materials by R7HSA and its subsidiaries, affiliates, and agents.

R7HSA shall have permission to use, re-use, publish and re-publish photographs, portraits, pictures, images, videography, attributed quotations, and other identifying indicia of the undersigned, or in which the undersigned may be included, in whole or in part, in complete, partial, or composite form, without restriction as to changes or alterations, in color or otherwise, made through any medium now or hereafter known, alone or in conjunction with any wording.

R7HSA is authorized to use the image, likeness, name, attributed quotations, and/or other identifying indicia of the undersigned for purposes of advertising, award presentations, publicity, trade, display, exhibition, and any other commercial or other business purpose solely in connection with marketing materials related to or in connection with management and consulting services.

The undersigned understands and agrees that no additional compensation will be paid for the use or subsequent re-use of such materials. The undersigned acknowledges that he/she has read the foregoing; fully understands the contents; agrees to the terms, without reservation; and is at least eighteen (18) years of age and competent and capable of giving consent. This release shall be binding on the undersigned and his/her heirs, legal representatives, and assigns.

Signature: _____ Date: _____

(If the model pictured is under 18 years of age, signature of parent or legal guardian is required)

Printed Name: _____

Address: _____ City/State/Zip: _____

Email Address & Phone: _____

Acknowledged this _____ day of _____, 2 _____



Region VII Head Start Association

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Questions?

Email donna@R7HSA.com or call 816.718.2260

www.R7HSA.com



Region VII Head Start Association Event Cancellation Policy

Cancellation Policy:

Cancellations **received in writing by the event cancellation posted date**, will be assessed a \$75 processing fee per registrant. After that date, substitutions will be allowed but no refunds will be given (see below for substitution policy). Registration fee is due in full for no-shows. To cancel your registration, please email your request to Donna Veatch @ donna@r7hsa.com

Substitution Policy:

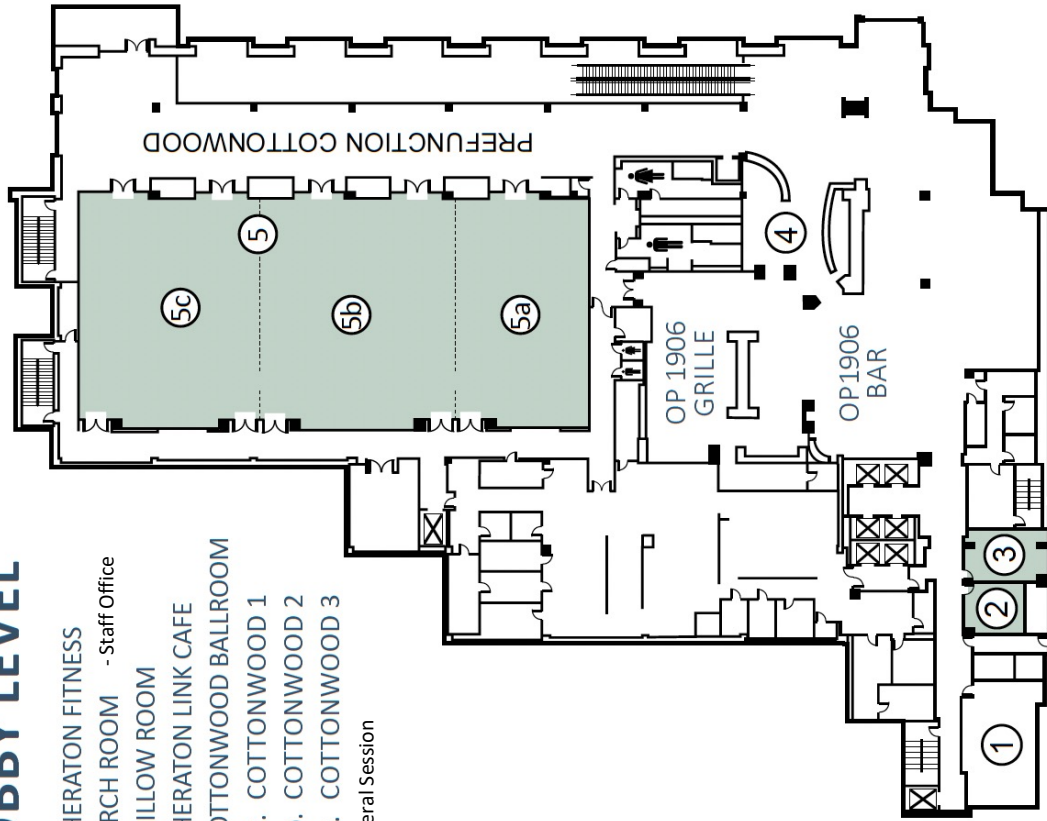
Substitutions for R7HSA events are permitted; however, notification must be received in writing with the subject line: "Conference Substitution." In the body of your email, send the name of the original registrant and the name of the person substituting to R7HSA at donna@r7hsa.com by the published registration deadline. Substituting attendees must register through the R7HSA Registration Platform to ensure R7HSA event policies have been reviewed and agreed to where applicable.

For in person events, substitutions can also be made on-site at the event registration desk. All changes, including name updates and editing information, can be done on-site. If a substitute attendee is coming to replace a pre-registered attendee, they will sign for the items of the pre-registered attendee and receive a new badge on-site. If you have further questions, contact Donna Veatch at donna@r7hsa.com.

LOBBY LEVEL

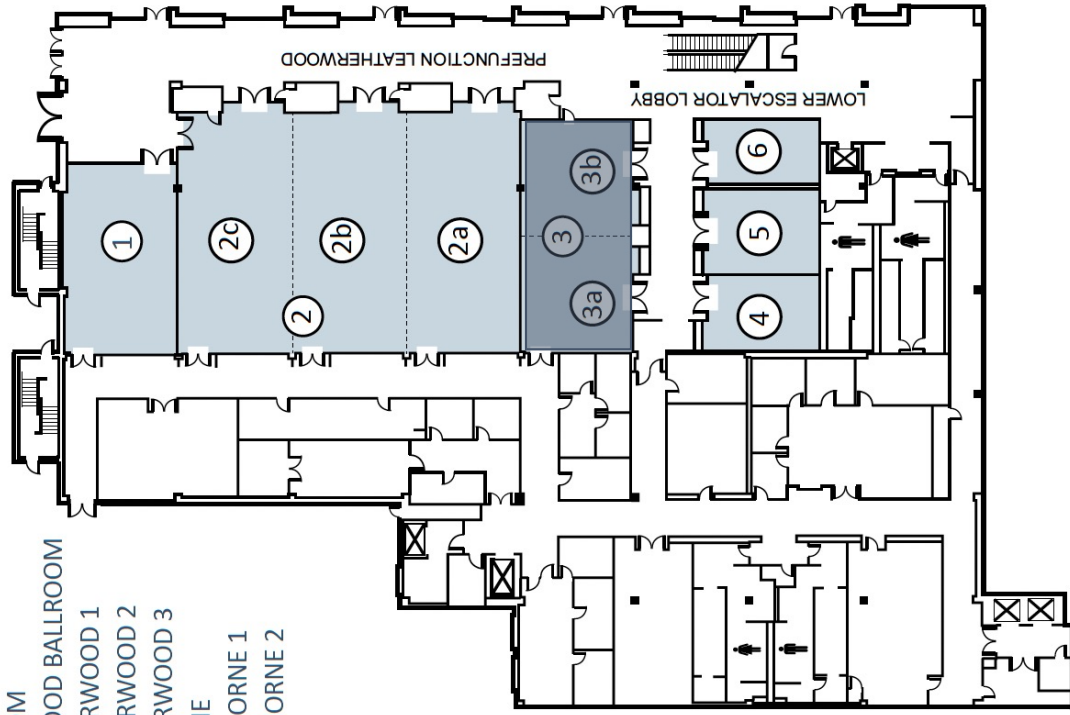
1. SHERATON FITNESS
2. BIRCH ROOM - Staff Office
3. WILLOW ROOM
4. SHERATON LINK CAFE
5. COTTONWOOD BALLROOM
 - 5a. COTTONWOOD 1
 - 5b. COTTONWOOD 2
 - 5c. COTTONWOOD 3

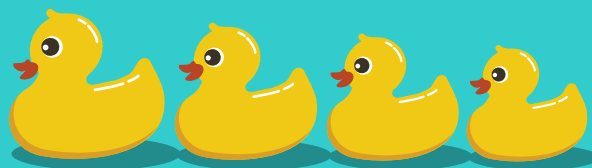
- General Session



LOWER LEVEL

1. MAPLE ROOM
2. LEATHERWOOD BALLROOM
 - 2a. LEATHERWOOD 1
 - 2b. LEATHERWOOD 2
 - 2c. LEATHERWOOD 3
3. HAWTHORNE
 - 3a. HAWTHORNE 1
 - 3b. HAWTHORNE 2
4. LINDEN
5. REDBUD
6. JUNIPER





2023 R7HSA CONFERENCE

GETTING YOUR DUCKS IN A ROW

Reimagining and Reorganizing Your Organization



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