

**ACCEPTED EDUCATIONAL SESSIONS AS OF MAY 20, 2022**

Take advantage of educational training opportunities featuring regional and national experts. Our breakout sessions are held on Tuesday, Wednesday and Thursday of the conference week. Session proposals will be posted in rounds as confirmed. Session information is tentative and subject to change. Visit us at [www.rivhsa.org](http://www.rivhsa.org) periodically for updates.

<b>KEY</b>	1   Fiscal Management/Sustainability	4   Program Governance
	2   Program Design/Management	5   Leadership Development
	3   Human Resource Management	6   Federal – Office of Head Start

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<p><b>ADDED – 5/20/22</b>                      DHHS/OHS/Region IV/T &amp;TA Network (ICF International)</p> <p>1. <b>Staff Wellness, Self-Care, and Tips to Cope with COVID-19</b>                      Join us for this interactive session as we brainstorm approaches to effectively manage coping mechanisms that will support the reduction of stress from the impact of COVID 19. We will explore strategies to detect and decrease the stress levels of staff, children, and families while continuing to enhance the quality of comprehensive health services within your programs. We look forward to reviewing relevant resources and materials to assist in strengthening resilience and focusing on self-care to boost the culture of wellness within the early childhood setting.</p>	•	•	•	•	•	•
<p><b>ADDED – 5/20/22</b></p> <p>2. <b>Leadership During Uncertain Times: What is the Temperature in Your Organization?</b>                      If you want your staff to be happier and more engaged and more enthusiastic about their jobs even during challenging times, this power-packed program is for you. In this program you will learn skills that will help make leading your team more productive and personally rewarding than you ever expected. You will learn to energize, develop, and reward your team even when the money isn't there.</p>	•	•	•	•	•	
<p><b>ADDED – 5/20/22</b></p> <p>3. <b>Head Start Fiscal Management Myths Debunked</b>                      Myths and legends are not just for story books. Unfortunately, myths, misconceptions, and outright mistakes abound within Head Start fiscal management. This workshop will debunk the most common Head Start fiscal management myths. Attend the workshop to learn how to spot fiscal management myths and learn the real requirements.</p>	•	•	•	•		
<p><b>ADDED – 5/20/22</b></p> <p>4. <b>How the Council for Professional Recognition Supports the ECE Workforce with the High School CDA?</b>                      Guided by the belief that all students should be college- or career-ready, in 2011 the Council provided an opportunity for high school students enrolled in Career &amp; Technical Education (CTE) Programs to earn the Child Development Associate® (CDA) credential. The CDA is the only portable, national and multi-language credential of its kind. The CDA can be the first step toward an ECE career for high school students and opens career opportunities for thousands of graduates every year. Join us to learn more about the pathway and how to establish it in your community as a workforce pipeline.</p>	•	•	•			
<p><b>ADDED – 5/20/22</b></p> <p>5. <b>Tech Talk</b>                      This session introduces the federal requirements and impact of the Head Start technology management system. Participants explore critical factors and criteria of allowable costs for information technology expenditures, data protection and security, as well as impact on effective communication protocols within daily operations.</p>	•	•	•			

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<p><b>ADDED – 5/20/22</b></p> <p>6. <b>Fiscal Governance</b>                      This session introduces two of the most critical Head Start systems required for success: Fiscal and Governance. Participants will explore critical elements of these systems, including federal requirements for their composition, use of financial data and reports, in addition to safeguarding federal funds, property, and assets.</p>	•	•		•		
<p><b>ADDED – 5/20/22</b></p> <p>7. <b>Connecting the Dots</b>                      As another year has come to an end we can say, “Yes we made it!” Now let’s get focused. Let’s connect the dots between center managers, teachers, and management staff. This training will allow center managers to understand what is required of them daily. Then we will connect the dots as we apply the knowledge of understanding the service area and what everyone is responsible for.</p>		•	•			
<p><b>ADDED – 5/20/22</b></p> <p>8. <b>Let’s Design-Build a Head Start Building!</b>                      Head Start and Early Head Start facility projects come in all sizes and shapes. They can be as modest as renovating a single classroom or installing playground equipment, or as ambitious as constructing an entirely new building. You are invited to join us for a conversation about all matters large and small. Take advantage of this opportunity to ask a builder.</p>	•	•				
<p><b>ADDED – 5/20/22</b></p> <p>9. <b>Maximizing Return on Education Technology Program Investments</b>                      Participants will reflect on the core attributes of technology and program investments that drive effective decision making, using LENA Grow as an exemplar. We’ll work together to identify the top characteristics of an investment that increase the likelihood for positive child outcomes and apply those in a case-study like conversation.</p>	•	•				

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<p><b>10. ChildPlus Software: Utilizing One System to Track School Readiness Goals</b>                      Are your children and families ready for school? Data collected through your developmental assessments may help you answer this question, but school readiness is so much more. ChildPlus has a variety of reports to help make data-driven decisions easier regarding children and the various factors impacting each child’s development and learning. In this session, participants will view examples of how data can be used to effortlessly monitor progress towards school readiness goals. Additionally, participants will be introduced to upcoming, exciting enhancements to the software.</p>	●	●	●	●	●	●
<p><a href="#">DHHS/ACF/Office of Head Start/National Center on Program Management &amp; Fiscal Operations</a>  <b>11. Expect the Unexpected through Strategic Planning</b>                      As Benjamin Franklin once said, “By failing to prepare, you are preparing to fail.” Contingency planning is defined as a course of action designed to help an organization respond to an event that may or may not happen. Now more than ever, Head Start recipients must innovate to both prepare for and make change. This session will highlight the important role innovation plays in further informing strategic planning activities. The discussion will support Head Start recipients to identify strategies to solve problems and create value in new ways that will ensure growth and sustainability.</p>	●	●	●	●	●	●
<p><a href="#">DHHS/ACF/Office of Head Start/National Center on Program Management &amp; Fiscal Operations</a>  <b>12. Courageous Leadership: The Way Forward</b>                      Nancy Koehn, author of Forged in Crisis, writes that, “Resilience is the capacity to not only endure great challenges, but to get stronger in the midst of them.” This session will explore how the characteristics of organizational resilience inform courageous leadership. Through the session dialogue, PMFO facilitators will also share resources and tools recipients can use to support planning activities that guide programs effectively move forward in the present environment.</p>	●	●	●	●	●	●
<p><b>13. Moving from a Culture of Compliance to a Culture of Continuous Improvement</b>                      The commitment to continuous improvement is a commitment to excellence. Excellence relies on knowing where you are, where you are going, and how to get there. This interactive workshop explores how data can provides a road map for meeting goals. This interactive workshop focuses on data literacy and leadership.</p>	●	●	●	●	●	

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<p><a href="#">DHHS/ACF/Office of Head Start/National Center on Program Management &amp; Fiscal Operations</a></p> <p><b>14. Making Your Governance Structure Work for You</b>                      Head Start governance structures support recipients’ strategic decision-making. The session will examine how the governing body and Policy Council inform the development of policies and procedures. This session will also consider how the composition of the governing body and Policy Council can engage and leverage broad expertise and support Head Start recipients implement ERSEA strategies and utilize COVID funding. Participants will also focus on how risk assessment informs ongoing data-informed decision-making that keeps Head Start recipients moving forward.</p>	●	●	●	●		●
<p><a href="#">DHHS/ACF/Office of Head Start/National Center on Program Management &amp; Fiscal Operations</a></p> <p><b>15. Budgeting: Strategies for Success</b>                      Successful budget planning is a key task for all Head Start and Early Head Start programs. This has never been more important given the additional federal funding streams available to Head Start recipients. By participating in this session, you will learn the key steps in developing and implementing a budget that supports your program goals and priorities as you move forward.</p>	●	●	●	●		●
<p><b>16. Is Your Data Story Review Ready? Focus Area One (Part 1)</b>                      What is a data story and how do you share it to have a successful Focus Area One Review.? This session will provide an overview of the Focus Area One review data collection process, types of data collected and the analysis you need to complete to describe your programs strengths and risk.</p>	●	●	●	●		
<p><b>17. Is Your Data Story Review Ready? Focus Area Two (Part 2)</b>                      What is a data story and how do you demonstrate it to have a successful Focus Area Two Review.? This session will provide an overview of the Focus Area Two review data collection process, types of data collected and the analysis you need to complete to demonstrate your programs strengths and risk.</p>	●	●	●	●		
<p><b>18. Three Paths, One Journey: Executive Directors, Head Start Directors, Center Operations Manager</b>                      So, what about the roles of the Executive Directors, Head Start Directors, and Center Operations Managers who are on three paths but share one journey to drive quality comprehensive service delivery by ensuring that all benchmarks, goals and desired outcomes are met. This session will provide strategies on how programs can develop systems to support shared vision as well as how to integrate the three administrative roles to seamlessly support strategic planning and continuous quality improvement. Using a systems lens will help leaders develop a laser focus and encourage solution-building with an eye toward the long-range, positive impact in their program, organization, and community.</p>	●	●	●	●		

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<p><b>19. Who is Eligible for Head Start? What Head Start Leaders Need to Know</b>                      Eligibility requirements have long-confused Head Start programs for many years. In addition to helping your program comply with the often-confusing eligibility rules, this session will give an overview to help you understand the Head Start eligibility process from a lawyer’s perspective. We will discuss ways to develop strategies for maintaining compliance with eligibility rules and include an update on how the recent guidance on public benefits to allow Supplemental Nutrition Assistance Program benefits (also known as “food stamps”) will impact Head Start programs.</p>	•	•				
<p><b>20. Insurance and Risk Management Basics for Grantees</b>                      COVID-19 has changed how HS/EHS grantees must manage organizational risk forevermore. One area where grantees have been forced to evolve is regarding what kind of insurance coverage the grantee utilizes, how the grantee procures insurance, and how the grantee develops an overall organizational risk management strategy going forward. In this workshop, attendees will get to review common types of insurance policies that HS/EHS grantees secure (or should secure), develop a working understanding of the common elements contained in an insurance policy, get some pointers on how to work with an insurance broker/agent and touch upon important risk management issues such as the board of director’s role in risk management, the aftermath of the pandemic, and managing risk for your agency in a continually 'hard' insurance market.</p>	•	•	•			
<p><b>21. Avoiding the Legal Perils of Misclassifying Employees and Independent Contractors</b>                      What is the composition of your head start organization’s workforce? Does your organization engage family childcare providers, consultants, contractors, and volunteers? How does the issue of worker classification impact your organization’s compliance requirements with Head Start’s Program Performance Standards? What are the possible consequences for making a classification error? In this session, Feldesman Tucker Leifer Fidell LLP will walk you through how these classifications affect your organization. And, we will explore the best practices for avoiding common misclassification pitfalls, so your organization can proactively mitigate costly errors by incorporating those strategies into its operations.</p>	•	•	•			
<p><b>22. A Compelling Mission: Implementing Quality Coaching Makes All the Difference</b>                      Coaching is the most effective way to increase child outcomes, retain staff and have effective use of funding. Highly trained coaches will add quality and expertise if grantees develop coaching as a strategic part of their programming. Coaches who work with both classroom staff and advocates can support high level outcomes for children.</p>	•	•	•			

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<p><b>23. Data Leadership and Continuous Quality Improvement: How Head Start Programs are Innovating and Driving Quality</b>                      Your MIS holds a trove of data but until you connect your silos and benchmark against others, you're missing out. Learn how Head Start programs are using data visualization and improvement tools to meet standards and confront challenges like enrollment, chronic absence, school readiness and staff recruitment and retention</p>	●	●	●			
<p><b>24. Internal Controls: Developing and Implementing a Structure to Ensure Compliance</b>                      The Office of Management and Budgeting published guidance for recipients of federal funds to develop internal controls over federal grants, cooperative agreements, and contracts. Under the terms and conditions of the awards, recipients and their delegate agencies are required to be compliant with laws and regulations associated with the awards. This workshop will provide participants with an overview of the internal controls matrix and how to align their fiscal policies and procedures with the five elements of internal controls.</p>	●	●		●		
<p><b>25. Kindergarten Ready: Head Start - School District Partnership</b>                      Join a regional Head Start Director and School District Director of Early Childhood for a discussion about their 7-year partnership serving 420 children in 10 Elementary Schools. They will share their journey involving contract and governance approval, teacher qualifications and cross training, Performance Standards integration, service area deliverables, non-federal share, transition tools, relationships, communication, elementary administrator buy-in, and monitoring classrooms.</p>		●	●			
<p><b>26. Permanency for Pre-Schoolers: Head Start - Foster Care Partnership</b>                      This session introduces a system for community-based care partnership to enroll children aged birth to 5 in prevention program, children reunified, and children in relative (kinship) care in Head Start/Early Head Start. Together, we will identify the challenges of getting foster care children enrolled in Head Start and the partnership needed with state and local social service agencies, the courts and foster parent/kinship care associations. Permanency for Preschoolers is the Goal!</p>		●	●			