

## CONCURRENT SESSIONS @ 2023 ANNUAL TRAINING CONFERENCE & EXPO

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 on our as confirmed. Scheduled date/time will be released as confirmed. Sessions are tentative and subject to change. Visit us at [www.rivhsa.org](http://www.rivhsa.org) or on the Whova app periodically for updates.

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| <b>KEY</b> | <b>1   Birth to 3: Early Care</b>       | <b>4   Parent, Family and Community Engagement</b> |
|            | <b>2   Preschool: Early Learning</b>    | <b>5   Program Management/Governance</b>           |
|            | <b>3   Child Health and Development</b> | <b>6   Federal – Office of Head Start</b>          |

\*Sessions which are not eligible for CEU credits/state hours

SESSION TITLE AND DESCRIPTION	1	2	3	4	5	6
<p style="background-color: #e0ffff; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p style="color: red; margin: 0;"><b>DHHS/ACF/Office of Head Start/National Center on Parent, Family, and Community Engagement</b></p> <p><b>1. Working Together: Using an Equity Lens to Build Partnerships with Families, Focus on Relationship-Based Practices, Emphasize Strengths-Based Attitudes</b>                      Head Start/Early Head Start staff are uniquely positioned to partner with families to navigate the obstacles of poverty while prioritizing equity. Through trusting and positive relationships, families can gain increased access to resources, enhance their well-being, and support their journeys toward economic mobility. During our time together, we will come to a shared understanding of equity, identify systemic barriers, and reflect upon some of our presumptions, assumptions and implicit biases that may filter into our work when building relationships with families. We will build on the application of strengths-based skills, the relationship-based competencies, and other parent, family, and community engagement resources to enhance daily interactions and strengthen partnerships between Head Start staff and families.</p>	●	●	●	●	●	●
<p style="background-color: #e0ffff; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p style="color: red; margin: 0;"><b>DHHS/ACF/Office of Head Start/National Center on Health, Behavioral Health, and Safety</b></p> <p><b>2. The Power of Reflection to Support Adult Regulation and Wellness</b>                      Embracing reflective practices can be instrumental to maintaining regulation during challenging moments. The more skilled we become in finding our calm, the more effective our wellness practices will become. Join this interactive session to explore reflective techniques and notice the impacts reflection has on you, your relationships, and your work.</p>	●	●	●	●	●	●
<p style="background-color: #e0ffff; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p style="color: red; margin: 0;"><b>DHHS/ACF/Office of Head Start/National Center on Health, Behavioral Health, and Safety</b></p> <p><b>3. Play for the Win: Building Regulation and Trauma Attuned Skills</b>                      How do you help programs build the capacity of their education staff to think about their own regulation skills and teach children to do the same? In this session, we will: (1) learn ideas and ways to share the importance of starting with adult emotional regulation; (2) offer strategies to teach and practice co-regulation and self-regulation across the day for all children; and (3) how play can be an important vehicle to support the healing for children who have experienced trauma. Play, rhythm, movement, and music offer unique opportunities to support children in gaining self-regulation skills and strengthening social and emotional learning.</p>	●	●	●	●	●	●

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<p><b>4. Equity Considerations that Better Support All Educators and Children</b> Given the effects of systemic racism and inequities, it's critical to center equity in all education and quality improvement efforts. Here, we'll share equity considerations for reducing bias and creating more culturally responsive, inclusive tools and we'll discuss how the considerations are exemplified in the CLASS® 2nd Edition Pre-K-3<sup>rd</sup> revisions.</p>	●	●	●	●	●	
<p><b>5. Father and Male Role Model Inclusion: Strengthening Program Outcomes by Incorporating Fatherhood Initiatives into Daily Practice</b> This presentation features research outcomes highlighting the positive influences of fathers and male role models in Early Childhood Education. Participants will learn research-based male engagement initiatives. Presentation materials will share sustainable organizational systems that promote male involvement and healthy relationships between children and their community's male role models.</p>	●	●	●	●	●	
<p><b>6. You Cannot Manage What You Cannot Measure: Developing Proven Evaluation Systems to Sustain Diversity, Equity, Inclusion, and Belonging Practices</b> This session outlines measurement systems that evaluate the effectiveness of inclusion plans promoting continuous quality improvement. Real-life examples of inequality and bias highlight a diversity, equity, inclusion, and belonging (DEI&amp;B) framework for useable work plans. Work plans drive evaluation systems that measure outcomes, determining organizational successes and risks that help programs establish data-driven DEI&amp;B practices.</p>	●	●	●	●	●	
<p><b>7. Leading With Purpose: Maximize Your Leadership Potential in Every Situation</b> Effective leadership is vital to the success of everything! 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. Leadership is about identity, and it starts from within. Learning how to effectively demonstrate leadership qualities in various situations goes a long way. Together, we will explore different ways to maximize our leadership potential in every situation.</p>	●	●	●	●	●	
<p><b>8. Fighting the Spread of Viruses: The Importance of Indoor Air Quality</b> The importance of quality indoor air in a classroom setting, as well as airborne viruses and their transmission from sharing air within smaller spaces with higher numbers of individuals. There are solutions and we can help you ask the right questions and navigate the indoor air quality industry.</p>	●	●	●	●	●	

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<b>ADDED 1.17.23 – ROUND #2</b>						
<b>9. ChildPlus Software User Group: Determine How Observations in the Home and Classroom Align to the Head Start Early Learning Outcomes Framework</b> Explore the strength-based child assessment tool and determine how observations in the center and home effect growth on the Head Start Early Learning Outcomes Framework based continuum. Review various reports to determine if school readiness goals are being met. ChildPlus has partnered with West Ed to add this strength-based child assessment to our software.	●	●	●	●	●	
<b>ADDED 1.17.23 – ROUND #2</b>						
<b>10. Fatherhood 101: Through the Eyes of Fathers</b> Research shows that children with involved loving fathers do well in school, have healthy self-esteem, as well as exhibit empathy and pro-social behavior when compared to children who have uninvolved fathers. Join us to learn how involved fathering has a strong positive impact on a child's overall development and well-being. Creating a father-friendly environment that reflects and promotes the individuality, well-being, as well as an understanding of fathers, families and their children will convey a message that fathers are important. It is also important to nurture critical community partnerships that support the interests and needs of fathers while integrating their connections to outside resources and father engagement activities.	●	●	●	●	●	
<b>ADDED 1.19.23 – ROUND #3</b>						
<b>11. Maintaining Safe and Review Ready Learning Environments</b> One of the primary objectives of Head Start programs is to maintain and ensure the safety of children, families, and staff. From the safety of equipment to the COVID-19 pandemic and meeting requirements for compliance, these are challenging tasks that programs face every day. This session will show you how to remain Focus Area 2 review compliant using tools and strategies that support successful outcomes.	●	●	●	●	●	
<b>ADDED 1.19.23 – ROUND #3</b>						
<b>12. Closing the Literacy Gap with Augmented Reality</b> Join us as we explore how augmented reality can be leveraged to close literacy and learning gaps resulting from the disruption to instruction experienced over the last year while simultaneously increasing student engagement. We'll explore how the Alive Studios solution can be used to systematically improve the reading and writing development and skills of students in Pre-K.	●	●	●	●	●	

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<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p>13. <b>Crisis Does Not Build Character, It Reveals It</b>                      This session will describe pre-COVID leadership and practices in Head Start and Early Head Start. The reality of life post-COVID-19 has not fully sunk in yet, and its consequences for our Head Start programs, organizations, economy, and society will play out over the rest of 2023 and beyond. This session is designed to support leadership development in the area of rapid evaluation of ongoing environmental changes and response based on simple principles.</p>	●	●	●	●	●	
<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p>14. <b>What Can Data from Three Dozen Head Start Programs Tell Us About Head Start/Early Head Start Children and Families?</b>                      What factors most influence school readiness and child development? What do families need and what do they want from Head Start? How do those needs impact children? With extensive data from dozens of programs, we will explore real world answers. Most importantly, we will review what to look for in your agency.</p>	●	●	●	●	●	
<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p>15. <b>Fatherhood: Engagement vs. Involvement</b>                      This workshop will focus on creating a strategic plan for the Fatherhood Initiative in Head Start Programs. Participants leave with the ability to distinguish between engagement and involvement and effectively evaluate surface activities planned for fathers and significant, engaged males.</p>	●	●	●	●	●	
<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p>16. <b>Dynamic Duo: Co-Parenting 101</b>                      This workshop will provide directors, staff, and parents strategies for working with families that are engaged in co-parenting situations. From role-modeling to boundary-setting to positive communication, presenters will provide strategies that can help families effectively navigate challenging situations to support positive development and academic outcomes for children.</p>	●	●	●	●	●	
<p>17. <b>Sleep Health and Wellness Programs for Parents and Preschoolers</b>                      Sleep and routines are needed to build physical and emotional resilience. Learn how Pajama Program addresses this need with its research-supported, innovative sleep health programming. Brainstorm challenges and explore practical strategies for reaching educators, preschoolers, and parents with the critical message of sleep and an actionable bedtime routine, including tools to bring the message home. We want to help you bring “Good Nights for Good Days”.</p>	●	●	●	●		

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18. <b>How Physical Activity Improves the Cognition of Children</b> A brief overview of the benefits of incorporating physical activity into the classroom or center, including increased achievement and engagement, decreased behavior problems, and healthier children. This will include engaging the audience members and movement-based learning.	●	●	●	●		
19. <b>Encouraging Picky Eaters: One Bite at a Time</b> Picky eating can be stressful for providers, children, and families. In this session, we will discuss strategies for preventing and managing picky eating in the classroom. Participants will receive a free cookbook and learn about free resources for their programs.	●	●	●	●		
<b>ADDED 1.19.23 – ROUND #3</b> 20. <b>The Unparalleled Power of Songs and Singing in Promoting Social–Emotional Development and Literacy Learning</b> Supporting children's social–emotional development" has become an increasingly important feature in early learning classrooms. When teachers and families of young children share an understanding of a few important principles of how children develop and learn, they can easily incorporate experiences at school and at home that nurture their ability to understand and manage their emotions, establish and sustain positive relationships, and participate cooperatively and constructively in group situations with activities that are both deeply meaningful and intensely enjoyable. In this session, participants will learn to promote both social-emotional development and emergent literacy skills through intentional planning and research-based decision-making that will super-charge everyday sing-alongs.	●	●	●	●		
<b>ADDED 1.19.23 – ROUND #3</b> 21. <b>Books and Storytelling: Key Ingredients for Language Development, Bonding, and Cultural Identity</b> No one disputes the learning opportunities available when sharing high-quality children's literature with young learners. But what about the ancient art of oral tradition? In this engaging, interactive session, presenters will offer teachers and families ideas for creating rich and enjoyable experiences with both published books and with diverse, authentic stories, rhymes, and songs. Come discover how these experiences not only build language and literacy skills but can also deepen social-emotional bonds, strengthen cultural identity, and celebrate imagination, ingenuity, complex thinking, and artistic expression.	●	●	●	●		
<b>ADDED 1.19.23 – ROUND #3</b> 22. <b>Engaging Families in a Play-Based Curriculum: Add Joy to Family Time and Help the Children Learn More</b> Research shows the greatest factor in a child's success is engagement with a caring adult. In this session, participants will learn some specific strategies and expected learning outcomes to help families use while engaging with their children. This will help improve social/emotional development, learning outcomes, and generally enjoy being together.	●	●	●	●		

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<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p><b>23. Using the Language of Safety to Strengthen Self-Regulation Skills</b>                      Unregulated children need regulated adult. Come learn how a child’s behavior is key to understanding the message behind the behavior, how to tame your own triggers through active calming, the impact of connecting with children, and how using assertiveness and noticing can create an equitable environment of safety that strengthens self-regulation.</p>	●	●	●	●		
<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p><b>DHHS/ACF/Office of Head Start/National Center on Parent, Family, and Community Engagement</b></p> <p><b>24. Local Access to Quality Health Care: A Partner You Should Know</b>                      What do you know about the health centers (commonly referred to as FQHCs) near you? Health centers are community-based, patient-directed organizations that deliver comprehensive, culturally competent, high-quality primary health care services to the most vulnerable individuals and families in your community. Health centers integrate access to pharmacy, mental health, substance use disorder, and oral health services in areas where economic, geographic, or cultural barriers limit access to affordable health care. Access to health service is critical at all stages of life; access to high quality health care yields better outcomes for our children. Come learn more about a partner you should know!</p>	●	●	●	●		
<p><b>25. What Came First? The Letter or Sound: A Fresh Approach to Literacy</b>                      Have you ever considered why children are taught letter names before letter sounds? Research supports letter-sound knowledge as a precursor to literacy. Come learn how to avoid unteaching letter names when transitioning to literacy. Children speak in sounds first, let’s teach them literacy the same way.</p>	●	●		●		
<p><b>ADDED 1.17.23 – ROUND #2</b></p> <p><b>26. Good Beginnings Never End with Books</b>                      Let's get back to teaching and children learning with "real" books! This session will include hands-on strategies, techniques, and recommendations for parents, teachers, and administrators to implement good beginnings that never end with books. Learn to help children positively experience books before or as much as digital options such as tablets and mobile phones.</p>	●	●		●		
<p><b>27. Beyond the Book! Story Stretchers</b>                      This presentation focuses on ways to make stories and books magically powerful through extension activities and read-aloud tips and tricks! We’ll provide practical insights into how to teach and otherwise expand children’s early language development, and overall enthusiasm for books, stories, and informational text.</p>	●	●		●		

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<p>28. <b>Ordinary Magic</b> Ordinary Magic provides educators strategies on integrating mindfulness practices to build resilience. The strategies will introduce mindfulness practice in the classroom, teach to pause and use senses to focus, how to select the best time of day to incorporate mindfulness practices, as well as how to share practices with parents.</p>	●	●		●		
<p style="background-color: #00b0f0; color: white; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p style="color: red; font-weight: bold;">DHHS/ACF/Office of Head Start/National Center on Parent, Family, and Community Engagement</p> <p>29. <b>Growing from Within: Exploring Resilience and Reflection with Family Service Professionals</b> Research shows the way we work has fundamentally and forever changed. As we navigate staff shortages, how do we promote belonging, a culture of well-being, and build collective resilience by providing support to family service professionals? Join us to draw on the science of resilience and research-based strategies to help build protective factors that buffer stress. Join us to discuss opportunities and strategies for retention of current family services staff through staff wellness, professional development, and career pathways planning.</p>				●	●	●
<p style="background-color: #00b0f0; color: white; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p style="color: red; font-weight: bold;">DHHS/ACF/Office of Head Start/National Center on Parent, Family, and Community Engagement</p> <p>30. <b>Winter, Spring, Summer, Fall, We Have a Strategy for All: The Seasons Planning Tool</b> Family services professionals build and balance relationships, program systems, and services every day to support family outcomes. Planning can assist Head Start staff in achieving this balance. Join the National Center on Parent, Family, and Community Engagement as we share a new resource called the <i>Family Services Managers Seasonal Planning Tool</i>. This tool provides an overview of key program and family engagement systems and is designed to promote effective family services management and coordination. You can leverage these useful organizing tools to help plan tasks throughout different seasons over the program year.</p>				●	●	●
<p style="background-color: #00b0f0; color: white; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p>31. <b>Rebuilding Your Education Department</b> Rome was not built in a day, nor should your education department. This session will help your management team understand why teachers are struggling, burnt out, or just leaving. Come learn how to model expected behavior and be useful resources to your teaching staff.</p>	●	●			●	

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<p style="background-color: #e6f2ff; margin: 0;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p><b>32. Has The Pandemic Paralyzed Your Program?</b> In this session, participants will discover strategies and tools utilizing social media platforms to revitalize staff, connect with families and engage the community. Together, we will examine the benefits and challenges of social media, the use of organic strategies to revitalize and reconnect, and how to integrate entertainment and education to meet awareness and recruitment objectives.</p>				●	●	
<p style="background-color: #e6f2ff; margin: 0;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p style="color: red; margin: 0;"><b>DHHS/ACF/Office of Head Start/National Center on Early Childhood Development, Teaching, and Learning</b></p> <p><b>33. Building Communities of Belonging Through Diversity, Equity, and Inclusion (Part 1/2)</b> Do you have the tools you need to build your community of belonging? You are invited to a two-part session to explore how leaders promote a community of belonging through a strength-based organizational climate. Join us as we engage in reflective dialogue and interactive activities to explore characteristics and skills/tools needed to strengthen the sense of belonging in organizations.</p>					●	●
<p><b>34. Insurance and Risk Management Basics for Head Start/Early Head Start Grantees</b> COVID-19 has changed how 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 insurance is procured, and the development of an overall organizational risk management strategy going forward. In this workshop, attendees will get to review common types of insurance policies that 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 role of the Board of Directors in risk management, the aftermath of the pandemic, and managing risk for your agency in a continuingly hard insurance market.</p>					●	
<p><b>35. Creating a Culture of Feedback</b> It is not possible to manage people successfully in early childhood education without delivering effective feedback and knowing that your employees will receive it. Come learn how to build a culture of feedback on your team from passionate ECE leaders who have worked in Head Start and the private sector.</p>					●	
<p><b>36. Considering a Renovation or Construction project? Learn How to Approach Four Common Obstacles</b> When considering a renovation and/or construction project, there are four major obstacles to face: planning, financing, navigating the 1303 process, and the overall management once the project is approved. Learn from Melissa Polaner who, since 2009, has overseen or worked on approximately 30 Early Head Start/ Head Start renovation projects.</p>					●	



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<b>37. Issues to Consider When Offering Bonuses to Support Recruitment and Retention</b> Recently, the Office of Head Start issued ACF-IM-HS-22-04 (Competitive Bonuses for the Head Start Workforce). This Information Memorandum (IM) encourages grantees to offer competitive bonuses to new hires as well as existing staff to stave off loss of staff, closure of classrooms, etc. Are grantees that offer incentive compensation following regulations such as the Head Start Act, the Internal Revenue Code and Uniform Guidance? This workshop will: (1) review the IM; (2) provide attendees with a refresher on the applicable parts of the Head Start Act, Internal Revenue Code and Uniform Guidance; and (3) share tips on how to structure the bonus as to avoid disallowed cost.					●	
<b>38. Is It Allowable? Understanding the Cost Principles</b> Can we charge that expense to Head Start? Attend this session to learn the answer. Mistakes about allowable costs can be expensive and lead to disallowances. Workshop attendees will learn about the cost principles and how to avoid common mistakes and misunderstandings about what is (and is not) allowable.					●	
<b>39. Effective Internal Controls in a Post-Pandemic World</b> Effective internal controls are essential for successful Head Start and Early Head Start agencies. However, changes brought by the COVID-19 pandemic require a reconsideration of internal controls. Agencies must review and update policies, procedures, and practices, to maintain effective controls. Attend this workshop to learn about implementing internal controls post-pandemic.					●	
<b>40. Boost Your In-kind Using Continuous Quality Improvement</b> 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.					●	
<b>ADDED 1.17.23 – ROUND #2</b> <b>41. Senior Leadership, Center Operations: A Mixed Bag</b> There are so many questions to be answered regarding Head Start operations and quality service delivery: How do Executive Directors and Head Start Directors stay abreast of their oversight responsibilities? How to ensure that Center Operation Managers feel seen, heard, and supported? What systemic challenges and issues need to be addressed with the evolving Office of Head Start systems? Join us for tools and strategies that promote the quality implementation and progression of operating systems, support growth for all management staff, and puts your program on a steady path towards positive data, impactful outcomes and successful alignment reviews.					●	

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| <b>KEY</b> | <b>1   Birth to 3: Early Care</b>       | <b>4   Parent, Family and Community Engagement</b> |
|            | <b>2   Preschool: Early Learning</b>    | <b>5   Program Management/Governance</b>           |
|            | <b>3   Child Health and Development</b> | <b>6   Federal – Office of Head Start</b>          |

\*Sessions which are not eligible for CEU credits/state hours

SESSION TITLE AND DESCRIPTION	1	2	3	4	5	6
<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p>42. <b>Is Your Data Story Focus Area Two Review Ready?</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>ADDED 1.19.23 – ROUND #3</b></p> <p>43. <b>In God We Trust. All Others, Bring Data: Data Tours and the Focus Area 2 Process</b>                      This interactive workshop focuses on using data to illustrate program strengths and progress towards goals. Data tours, an important part of the Focus Area 2 monitoring, will be described and examples of successful data tours will be presented along with tips and techniques for incorporating data analysis into program operations.</p>					●	
<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p>44. <b>Controlling the Costs of Your Insurance and Risk Management Program</b>                      The task and challenge of insuring nonprofit organizations is a complex one, and agents, brokers, underwriters, and carrier representatives are more limited than ever for multiple reasons. So, what is the sector to do? This session will examine the challenges of the sector surrounding the state of insurance marketplace including: (1) Where it’s going and where it’s been; (2) Where are claims originating from; (3) Proper limits and techniques to protect your organization; (4) Corporate structure and risk mitigation; and (5) using group buying power to reduce your insurance costs.</p>					●	
<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p>45. <b>STATE INNOVATION SPOTLIGHT: South Carolina's Early Childhood Information System</b>                      Join us for an overview of the partnership between the South Carolina Head Start Collaboration Office, South Carolina Head Start Association and the South Carolina Revenue and Fiscal Affairs Office’s Integrated Data Warehouse to create a cohesive early childhood information system for immediate and longitudinal purposes. Participants will leave with a greater understanding of the state partners and groundwork necessary to build a relationship for gathering, sharing, and safeguarding program data for short- and long-term benefit.</p>					●	
<p><b>ADDED 1.19.23 – ROUND #3</b></p> <p>46. <b>Internal Controls: Developing and Implementing a Structure to Ensure Compliance with Standards and Regulations</b>                      The Office of Management and Budgeting (OMB) 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 an overview of the internal controls matrix and how to align their fiscal policies and procedures with the 5 elements of internal controls.</p>					●	

## CONCURRENT SESSIONS @ 2023 ANNUAL TRAINING CONFERENCE & EXPO

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 on our as confirmed. Scheduled date/time will be released as confirmed. Sessions are tentative and subject to change. Visit us at [www.rivhsa.org](http://www.rivhsa.org) or on the Whoava app periodically for updates.

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SESSION TITLE AND DESCRIPTION	1	2	3	4	5	6
<p style="background-color: #00b0f0; color: white; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p><b>47. Managing Multiple Funding Streams: When to Cost Allocate?</b> According to the Uniform Guidance, Head Start and Early Head Start recipients and their delegates agencies are required annually to submit a cost allocation plan if costs are shared between multiple programs. This workshop addresses the requirements for developing and implementing a cost allocation plan. If your organization operates multiple programs, this session is designed to ensure compliance with the process for allocating costs.</p>					●	
<p style="background-color: #00b0f0; color: white; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p><b>48. Planning for a Successful Change in Scope Request</b> The Information Memorandum titled Enrollment Reductions and Conversion of Head Start Slots to Early Head Start Slots (ACF-IM-HS-22-09) provides guidance for grantees considering a change of scope request. In this session, we will review those requirements and discuss strategies to support the development of a compliant, compelling, and data-driven request aligned to shifting community and program needs.</p>					●	
<p style="background-color: #00b0f0; color: white; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p><b>49. Fiscal Governance</b> This session introduces two of the most critical Head Start systems required for success: Fiscal Management and Program Governance. Participants will explore critical elements of these systems, including federal requirements for their composition, use of financial data and reports, as well as safeguarding federal funds, property, and assets.</p>					●	
<p style="background-color: #00b0f0; color: white; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p><b>50. Community Assessment Analysis, Efficiencies and Going Beyond Collecting Data</b> In this session, we will explore not only methods of collecting reliable data, but how to make connections between data indicators that yield actionable conclusions. Effective data-driven decisions can only be made when the data sources and the methods of analyzing and interpreting the data are sound and comprehensive.</p>					●	
<p style="background-color: #00b0f0; color: white; padding: 2px;"><b>ADDED 1.19.23 – ROUND #3</b></p> <p><b>51. Investment + Involvement = Integrity: A Common Sense Roadmap to Positive Employee Relations</b> While the world becomes more complex, the basic needs of people remain relatively the same. Although it’s been said in numerous ways over the years, positive employee relations comes down to one formula—almost like first semester Algebra before it started getting complicated: Investment+ Involvement=Integrity.</p>					●	