

## CONCURRENT SESSIONS @ 2023 LEADERSHIP SUMMIT

Take advantage of educational training opportunities featuring regional and national experts. Our breakout sessions are held on Monday, Tuesday, and Wednesday 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.

### MONDAY – JUNE 12

*Consult event app for session times and locations*

<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

SESSION TITLE AND DESCRIPTION	1	2	3	4	5	6
<p><b>1. How to Support Art Exploration in the Classroom</b> Children learn in many domains when exploring art materials. Process Art is about the creative process of making art, and not about the end product. On the other hand, Product Art is doing a project to make a particular end product, with a specific end “look”. Sometimes teachers feel the product experience is more valuable than the exploring process. This session provides information to highlight the importance of hands-on learning and how it is aligned with Head Start Performance Standards and Early Learning Outcomes Framework.</p>		●			●	
<p><b>2. Financial Stability and Asset Building Strategies for Families with Young Children</b> Every family needs a level of financial security to thrive and succeed. Parents stand a better chance of maintaining economic stability for themselves and their families if they have skills in budgeting and planning for day-to-day expenses, emergencies, and long-term goals. Young children living in households with low financial stress are more likely to thrive and achieve developmental goals. Head Start programs often offer access to financial literacy through community collaboration or in-house resources. In this session, we will discuss the concept of personal financial wellness, key strategies to lower financial stress, and how to transfer age-appropriate economic principles to children.</p>		●			●	
<p><b>3. Addressing Program Needs in the New Normal</b> Executive leaders in Head Start can often feel isolated. This session provides a space for leaders to foster community and collaboration by unpacking post pandemic challenges promising practices and how to access grant dollars to address budget gaps and amplify impact. Leaders will walk away with strategies and support for mediate implementation.</p>	●	●	●	●	●	
<p><b>4. A Talk with the Kid’s Doc after COVID: Where Do We Go from Here?</b> Participants will have an opportunity to hear from and speak with a pediatrician, Dr. Lynette Wilson Phillips, who will provide information about the state of healthcare after COVID and where caregivers of young children go from here. Join us for this open conversation to increase your health literacy as well as support child health and well-being.</p>		●			●	

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### TUESDAY – JUNE 13

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<b>KEY</b>	1   Fiscal Management/Sustainability	4   Program Governance
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<p><b>5. Walking the DEI Tightrope: How to Balance Workforce Diversity Initiatives and Head Start Staff Qualification Requirements Without Tripping Over Potential Legal Risk</b></p> <p>The path to forging a diverse and inclusive staff is rife with legal landmines and Head Start programs are finding it increasingly difficult to navigate their DEI interest, staff qualification requirements, and federal employment statutes. In this presentation, we will discuss the importance of diversity, equity, and inclusion in Head Start staffing as well as the various legal considerations related to DEI in recruitment, hiring, promotion, and workplace culture.</p>	●	●	●	●	●	
<p><b>6. Reflective Supervision: The Three Building Blocks for Success</b></p> <p>Reflective supervision promotes and supports the development of a relationship-based organization. In this interactive session, participants will examine the definition, three building blocks, and benefits of reflective supervision. The lead presenter will share how ongoing protected time can lead to better outcomes and personal growth for leaders and their team members.</p>		●	●	●	●	
<p><b>7. Using Non-Federal Share to Achieve Program Objectives</b></p> <p>Head Start and Early Head Start Programs are required to establish objectives to implement services with funds and resources from the federal and local levels. This session provides participants with information on how to identify and effectively use Non-Federal Share in the implementation of these objectives.</p>	●	●	●	●	●	
<p><b>8. Managing Multiple Funding Streams: When to Cost Allocate?</b></p> <p>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><b>9. How to Create a Coaching System That Actually Works</b></p> <p>Coaching is vital for improving child outcomes, but many coaching initiatives are ineffective - wasting time and money. It doesn't have to be this way! Participants will leave this session with a checklist of the steps to create a coaching system that will transform teaching and learning in their program.</p>		●	●		●	

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<p><b>10. Policy Council and Program Governance: Understanding Your Role and Responsibility</b> In accordance with the Head Start Program Performance Standards (Part 1301: Program Governance, Section 1301.3), each agency must establish and maintain a policy council responsible for the direction of the Head Start program at the agency level. This session will look at the policy council composition and terms, duties and responsibilities, and how to conduct effective meetings that yield success for your Head Start program.</p>	●	●	●	●	●	
<p><b>11. Are You Prepared for Your FA1 Review?</b> Did you know that the Focus Area 1 (FA1) Review is simply the opening argument and defense for your program's design and implementation? This session will provide an overview of what to expect during the review, a review of the FA1 Monitoring Protocol, and offer best practices in preparing for a FA1 Review.</p>	●	●	●	●	●	
<p><b>12. Family Engagement: The Keys to Success</b> Family engagement is a collaborative and strengths-based process through which early childhood professionals, families, and children build positive and goal-oriented relationships. It is a shared responsibility of families and staff at all levels that requires mutual respect for the roles and strengths each has to offer. In this session, participants will gain an understanding of family dynamics, how to empower families through family-centered practices, and how our personal values and beliefs could prevent families from achieving the best possible outcomes.</p>		●			●	
<p><b>13. How Movement Improves Early Childhood Learning and Social Emotional Well Being</b> Join us for a brief overview of the benefits of incorporating physical activity into Head Start centers to increase student engagement and improve classroom management.</p>		●			●	
<p><b>BIG Idea! Spotlight: Walkabouts (ActivEd, Inc.)</b> <b>14. Walkabouts Active Learning in Early Education</b> This session will also introduce the Walkabouts learning solution that uses movement to teach Head Start standards to expand student thinking, improve health, and build self-confidence.</p>		●			●	
<p><b>15. The Balancing Act: Strategies for Increasing Early Childhood Educator Wages</b> Like many challenges that agencies face today, the solution to increasing wages in a sustainable way is complex. Teachers' wages and grant funding have not kept pace with inflation. In this session, we will explore the current landscape of ECE wages, learn how to determine target wages for your market and create a five-step plan for raising wages in your agency.</p>	●	●	●	●	●	

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### WEDNESDAY – JUNE 14

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<p><b>16. 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>17. Frequently Asked Questions on Reporting Health and Safety Incidents</b>                      Health and safety incidents have been and continue to be one of the leading causes for deficiency findings and, in some circumstances, can also lead to termination of Head Start grants. The Head Start Program Performance Standards left reporting standards vague and open-ended, but the newly released Information Memorandum on Reporting Child Health and Safety Incidents seeks to define to whom the incident should be reported, the reporting timeframe, and consequences for failure to follow those standards. Even with this clarity, there are still questions about how to handle health and safety concerns. Join us for best practices to help you meet or exceed the expectations for conduct and reporting and review procedures for staff, consultants, and volunteers who violate the standards of conduct.</p>	●	●	●	●	●	
<p><b>18. Program Governance</b>                      This session is designed to provide participants with an understanding of the roles and responsibility of program governance. It will also provide a deeper understanding of why the Office of Head Start requires programs to reinforce these responsibilities for the safeguarding of our children. Participants will consider their own role and responsibilities in reviewing policies and procedures and when they should be revised.</p>	●	●	●	●	●	
<p><b>19. Mental Health and the Opioid Epidemic: The Effects on Head Start Staff and Children</b>                      There is an opioid epidemic in the United States. Research shows that the opioid epidemic is systemic and on the rise. It touches our families and children as well as our staff. This session will provide program leadership with vital information to facilitate classroom staff approaches in working with the effects of the opioid epidemic.</p>		●	●	●	●	
<p><b>20. Head Start Program Performance Standards</b>                      Head Start agencies that provide services to children and families must meet the Head Start Program Performance Standards and the requirements set forth in the Head Start Act of 2007. In 2016, the Office of Head Start (OHS) released the first comprehensive revision of the Head Start Program Performance Standards since 1975. This training will review changes to the standards and what Head Start agencies need to accomplish to remain compliant.</p>	●	●	●	●	●	

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<p><b>21. Strengthening Families</b> This session is designed to help families become creative in positive discipline practices, reduce tension and conflict, learn different parenting skills and strategies, as well as improve their children’s social skills and performance in school. Participants will understand emotional disability and how to help families become stronger together through a variety of tactics.</p>		●			●	
<p><b>22. Promoting Peak Performance Through Organizational Culture and Climate</b> Is your program’s climate and culture inhibiting or promoting quality? This interactive session will identify how to promote best practices, increase morale, reduce turnover, and create environments of commitment and positive outcomes. Learn how climate and culture can align with the program’s vision, goals, and strategies. The happier, the more productive, the stronger the results. Join us as we learn how we contribute to or inhibit quality.</p>	●	●	●	●	●	
<p><b>23. Modernizing Your Retirement Plan: Attract and Retain Top Talent in a Competitive Job Market</b> To compete for—and retain—the top talent in today’s competitive hiring market, it is vital to offer a modernized retirement plan. This presentation will focus on how to implement recommended best practices and transform your organization’s retirement benefits. Gain valuable insight into the importance of competitive “total compensation” packages, the benefits of opting for a single-plan model, and the case for reducing or eliminating plan waiting periods.</p>	●	●	●	●	●	
<p><b>24. 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.</p>	●	●	●	●	●	
<p><b>25. Relationship Building: A Foundation for Powerful Workplace Communities</b> Relationships are essential in cultivating a positive, productive workplace community. But certain obstacles can undermine communication, collaboration, problem solving, and therefore, productivity. Viewing relationship building as a “tower of power”, this session will focus on strategies for strengthening the skills leaders need to transform the workplace community and all who work within it.</p>	●	●	●	●	●	

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<p><b>26. It's a Piece of Cake: A Practical Approach to Filing the 1303 Facilities Application</b>                      In the past five years, Head Start agencies and Federal regulators have been scrambling to make sure that any assets with federal interest are appropriately recorded. At the same time, a significant amount of funding for new facilities has been made available to Head Start programs. But, where and how do you start? In this session, we will demystify the application process, learn how to complete the required cost comparison, as well as develop timelines and partnerships necessary for a successful application.</p>	●	●	●	●	●	
<p><b>27. Individualizing Professional Development and Mentoring to Help Teachers Implement Curriculum with Fidelity</b>                      This session aims to give coaches, mentors, and administrators a greater understanding of the coaching role along with practical strategies for improving their work with teachers and caregivers at all levels of implementation. Participants will discover ways to enhance the quality of their coaching and tailor it to the individual strengths, needs, and opportunities they observe in their programs.</p>		●	●		●	