



Leading

Career Pathways

to Equity

COUNCIL  
— *for* —  
PROFESSIONAL  
RECOGNITION

2022 Early Educators Leadership Conference  
October 5-8, 2022 | Orlando, FL

CONFERENCE PROGRAM



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**Dr. Calvin Moore, Jr. CEO, Council for Professional Recognition**

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# Welcome

## Welcome to the 2022 Early Educators Leadership Conference Leading Career Pathways to Equity

"If you can dream it, you can do it," Walt Disney once said. And his words come to mind as we meet here in Orlando, where Disney built a magic kingdom for young, as well as old. And we're working to make the world better for both as we explore ways to build equity for our early childhood teachers. They deserve it since they play a key role in our country's future.

"Children are our greatest natural resource," Disney knew, and children deserve qualified teachers to fulfill their promise. Our educators also deserve more for the role they play in millions of lives.

Early childhood teachers help children learn while their parents go to work. So, they, too, make a major impact on young and old. Yet many earn less than \$30,000 a year, barely above the poverty line for a family of four. For educators of color, the wage gap between them and their counterparts has grown in recent years.

For many who want to rise in the ECE field, daunting roadblocks abound. Some lack the funds to pursue credentials or degrees that would lead to a promotion. Others need extra support as English language learners or lack care for their own young children. And these are all equity issues the Council is striving hard to highlight since change is long overdue.

We know it isn't always enough to wish on a star to make your dreams come true. So, we'll focus in coming days on ways to break down the walls that keep ECE professionals from reaching for the stars in our field. You'll learn what we're doing to lift our community up and bring its concerns to Capitol Hill. You'll see how to join your voice with those of your peers to impact policy in ECE.

And if you want to make a mark in ECE, one of the best ways to start is by earning a CDA® and urging your staff to earn one, too. So, we'll discuss our ongoing work to reimagine the CDA process and give access to our flagship credential to a wider, more diverse range of educators nationwide.

The CDA opens doors, as I've seen in my life, and I'll share how I rose from a humble beginning to a leader in our profession. Earning a CDA helped. So did family and community support, along with a constant drive to move ahead in new directions. Now, in my current role, I'm wondering how to help our teachers surmount the many challenges they face.

You may also be asking this question. But rest assured "everything's gonna be alright," the title of a new song by Coy Bowles, children's author and musician with the Zac Brown Band. Coy will perform it at our Council Chat as he describes the unique ways that he's bringing books and music into children's lives. Then the beat goes on at our closing dinner and fiesta featuring a live band. As you dance under the stars, I hope your spirits will soar and you'll see everything is possible for those who dare. "All our dreams can come true," Disney said, "if we have the courage to pursue them"—advice we should embrace as we work to bring equity to ECE.

Sincerely yours,



Calvin E. Moore, Jr., Ph.D.  
Chief Executive Officer  
Council for Professional Recognition



# About the Council

The Council for Professional Recognition (Council) is a leader in the credentialing of early childhood educators worldwide. The Council ensures that candidates who earn the Child Development Associate® (CDA) credential are well prepared to foster the social, emotional, physical and cognitive growth of young children. Having a CDA® helps educators bring out the best in children and advances their careers and contributes to the status of our profession.

For more than four decades, the Council has pivoted to respond to evolving best practices in early childhood education, advances in technology, and the growing diversity of individuals who are pursuing ECE as a career for the betterment of our profession, our educators, and our children.

In keeping with the Council's goal to meet the growing need for qualified early childhood education professionals, the Council administers the Child Development Associate® (CDA) Credentialing Program. The CDA® uses a specific set of time-tested, research-based tools that adhere to a set of standards to determine early childhood teacher competency. To date, nearly one million CDA credentials have been issued to educators around the globe.

## MISSION

The Council for Professional Recognition promotes improved performance and recognition of professionals in the care and education of children from birth to age five.

## VISION

The Council works to ensure that all early childhood educators can meet the developmental, emotional and cognitive needs of the world's youngest children.

## ROLE OF THE COUNCIL

The Council's key purpose has long been to assess the knowledge and skills of professionals in the early childhood education field. Since 1985, we have awarded the Child Development Associate® (CDA) credential to candidates who can meet the CDA Competency Standards, a proven measure of performance in ECE.

The CDA is our hallmark product and a first step on the pathway to a rewarding career. Still, the need to grow and learn never ends. So, we have broadened the scope of our work beyond assessing candidates for the CDA. We now also offer a wide range of resources and research, seminars and events on trending topics in the ECE field. We support early childhood teachers so they can do even more to support our youngest children.



# Safety Protocols

At the Early Educators Leadership Conference, your well-being is our top concern. For the safety of everyone and to enhance your experience at our conference, we encourage the following safety practices:

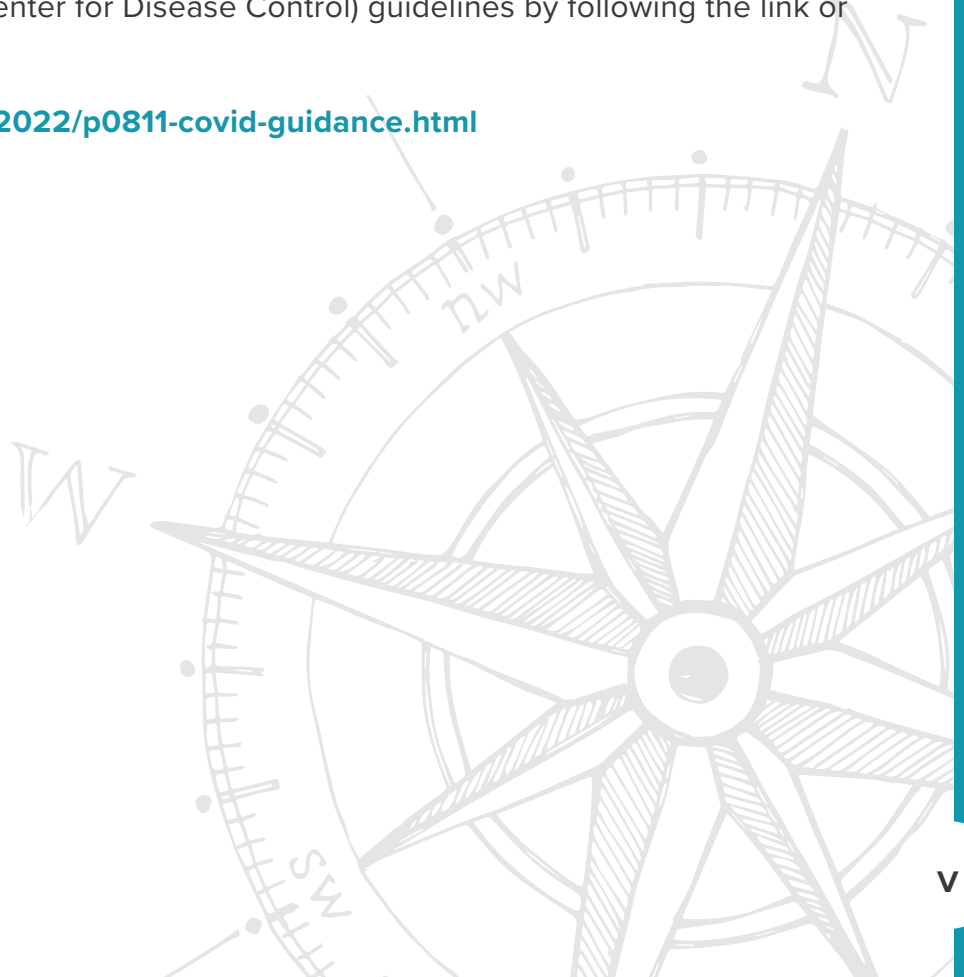
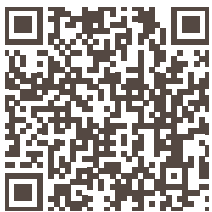
- Wear a mask when inside or in crowded areas.
- Exercise physical distancing when possible.
- Practice hand washing and the use of hand sanitizer.
- If you are not feeling well or are presenting symptoms of any virus, please do not participate in any of the conference events.

Wearing a mask is optional. Don't feel pressured! You decide how you would like to be greeted and when to wear your mask.

You can also put your mind at ease knowing that the Renaissance at SeaWorld Orlando has taken every step to keep guests safe. The resort provides air filtering, round-the-clock cleaning of high-contact surfaces, distancing protocols and sanitizing stations throughout its buildings and grounds.

You can read the latest CDC (Center for Disease Control) guidelines by following the link or scanning the QR code below:

[www.cdc.gov/media/releases/2022/p0811-covid-guidance.html](https://www.cdc.gov/media/releases/2022/p0811-covid-guidance.html)







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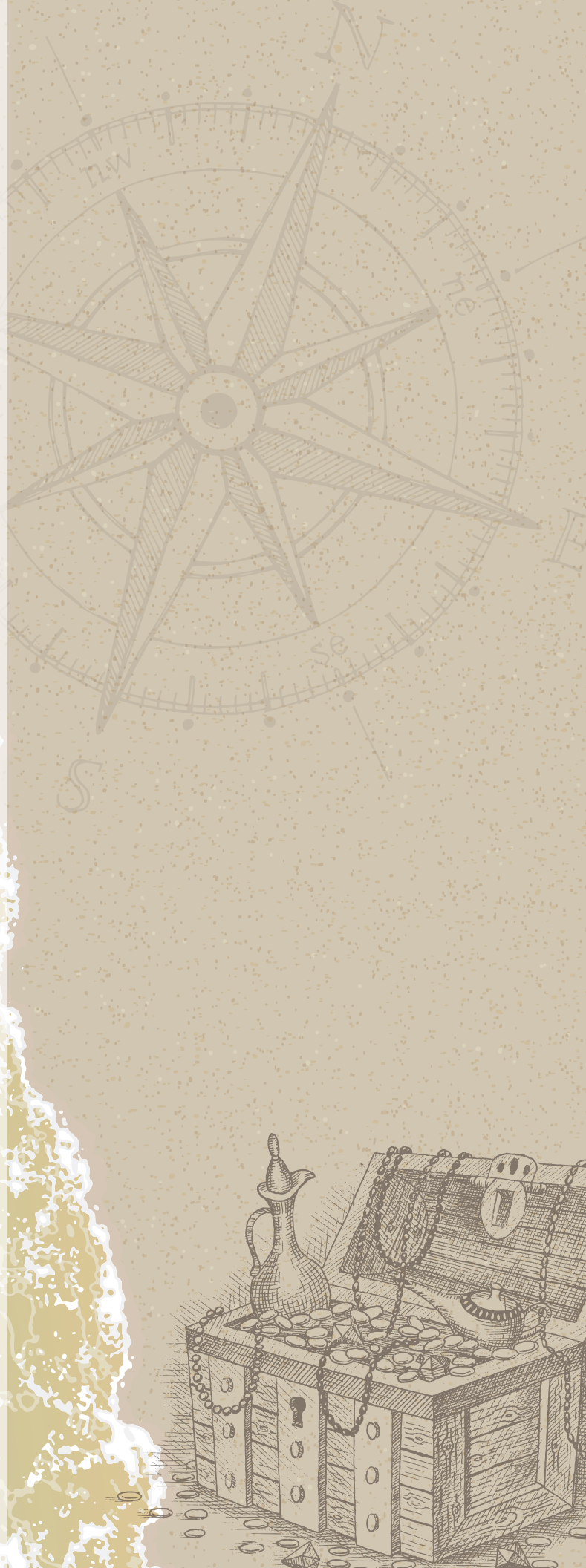
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# About the Conference

The Early Educators Leadership Conference (EELC) is an opportunity for decision makers and stakeholders in early childhood education to gain knowledge, learn new skills, and network with colleagues to advance the field.

## **BE THE CHANGE YOU WISH TO SEE IN THE WORLD!**

The time to lead the charge for change and recognition in the early childhood education field is now! Join us at the 2022 Early Educators Leadership Conference as we explore the theme Leading Career Pathways to Equity.

This year's conference will focus on advancing equity in early learning, through advocacy for young children, families and the educators who serve them.

We will take an in-depth look at building systems, policies and career pathways that place our industry on the right track towards equity in the classroom and the workplace. The 2022 EELC will provide you with an opportunity to discuss with industry leading experts the obstacles that affect equitable wages, and the support and recognition our field is worthy of.

## **FUN, SUN AND PROFESSIONAL DEVELOPMENT!**

Our retreat-style conference offers a multitude of informative sessions tailored to your interests. You will be inspired and gain valuable information to improve your daily work with children, families, and colleagues. EELC's unique blend of sessions targeting self-care and visionary methods of elevating the ECE community remain an integral part of the conference design.

- Nearly 30 conference sessions that include health and wellness, general sessions, and networking opportunities.
- Most meals included (3 breakfast, 2 lunches, 2 dinners and refreshment breaks)

- Special Events: Starry Night Welcome Reception, Health & Wellness Expo, Caribbean Nights Dance Party and Disney Springs
- 3 nights deluxe hotel accommodations: October 5th, 6th and 7th
- Daily scheduled shuttle service to: Magic Kingdom, Hollywood Studios, Epcot, Animal Kingdom, Disney Springs and Universal Studios

# Concurrent Session Themes

Share perspectives on early education leadership and performance based on the past and present “DNA” that makes up and supports the future success of educational leaders.

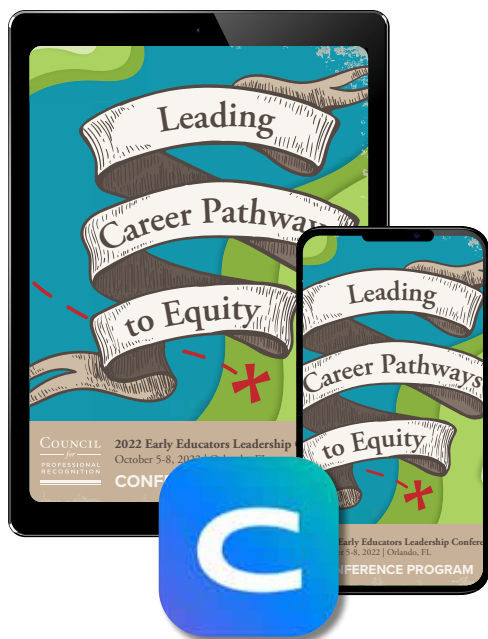
- **Reroute the Path to Educational Equity:** Build the roadmap for understanding educational equity by sharing effective models, practices, data, and research that ensures each child has the resources, teachers, interventions, and support they need to be successful.
- **Trailblaze ECE Career Pathways to Success:** Highlight methods for building inclusive, equitable, and diverse communities of practice and engagement for children and families through far reaching career pathways.
- **Navigate the Road to Wellness:** Create opportunities for meaningful, transformative, and interactive workshops that offer early educators time to reflect on their practice, engage in wellness, and be recognized for their contributions to the ECE profession.





# Join the Conversation!

## CONFERENCE APP



To further enjoy the conference, we highly recommend all attendees download the Early Educators Leadership Conference (EELC) app powered by Cvent on your mobile device or tablet. Cvent provides everything you need to know about EELC at your fingertips, including the conference program, social feed, chat feature, surveys, polls, push notifications, and gaming opportunities. This year's app is designed to keep you engaged, up to date with sessions and events and promote networking with other conference attendees. Be a part of the EELC app experience!

### Download and Explore:

#### App Store



#### Google Play



## CONFERENCE HASHTAG

### #EELC2022

Join us on Facebook, Twitter, LinkedIn, and Instagram and be a part of the leadership community with conference information, live updates, and messages! Simply tweet, post, or upload your photos about early childhood best practices, sessions, and people you have encountered using the hashtag #EELC2022. Be sure to tag the Council for Professional Recognition (@cdacouncil) on all your social media posts and follow the Council so that you'll never miss the latest and greatest from EELC!

## TWEET, POST AND SHARE





# On-Site Conference Team

## COUNCIL FOR PROFESSIONAL RECOGNITION



**Dr. Calvin E. Moore, Jr.**

*Chief Executive Officer*



**Abena Ocran-Jackson, M.S.A.**

*Vice President, Credentialing*



**Christopher Barnes**

*Vice President, Growth and Business Development*



**Dawn Owens**

*ECE Special Project Manager*



**Chonda Walden**

*Training & Development Manager*



**Heydi Baba**

*Credentialing Academy Support*



**Kait Dawson**

*Digital Marketing Manager*



**Katorra Enoch-Longshore**

*Credentialing Director*



**Larissa Norris**

*Training & Development Coordinator*



**Lisa Yarkony, Ph.D.**

*Lead Communications Writer*



**Lori Anderson**

*Marketing Manager*



**Otera Cunha**

*Design Manager*



**Sandra Kowalchek**

*Partner Relationship Manager*



**Veronica Commodore**

*Credentialing Academy Manager*



**Vilma M. Williams**

*Multilingual & Special Programs Manager*

## CONFERENCE CONSULTANTS



**Adriane Alfred & Josette Shelton**

*PtC Travel & Events  
PtcTravelEvents.com*

## PHOTOGRAPHER



**Joe Bleach, Jr**

*Inspiring Portraits  
inspiring-portraits.com*

## GUEST ARTISTS



**Ty'Ronn Spriggs  
a.k.a. Mr. GPS**

*Creative Host  
@imjusttyronn*



**The Caribbean Crew Steel Drum Band**

*cocobeanproductions.com*



**Andrew Moschburg**

*Muralist  
moschburg@gmail.com*



**Lyn Sky**

*Performance Artist  
@lynpinksky*



**Mickey & Minnie**

*Kids Party Pros  
www.kidspartypros.com*

# Acknowledgments



## PLATINUM



## GOLD



## SILVER



## EELC PATRON



## FRIENDS OF EELC



## HALF PAGE AD



# EELC Scholarship Awardees

*Thank you to our **EELC Patron sponsors** for providing educators with the opportunity to attend the **Early Educators Leadership Conference** for free.*



## **JAVIER NICASIO**

*Passaic County Technical Vocational School District  
Child Development Instructor (CTE)  
Wayne, New Jersey*

Javier Nicasio is a part of the five percent of men working to inspire future generations. Son of immigrant parents from the Dominican Republic, Nicasio recognizes the strength of diverse communities and the need to create a more equitable and inclusive society. He pursued his CDA®, a bachelors in Elementary Education with a Social concentration, and master's in Teaching ESL. Throughout his experiences, he has instilled positive self-concepts, an appreciation for diversity, and global-minded thinking in his students. He returned to his former vocational high school as a Child Development Instructor to empower a new generation of educators.



## **DYANNA SIBERT**

*Teacher/Early Educator  
Detroit, MI*

Dyanna Sibert is a family childcare educator caring for eight children, including one with a cognitive learning disability, and six grandchildren. She has been in the field of early childhood education for 10 years. Currently she is pursuing a degree in early child development and speech pathology. She believes all children have the right to evolve and develop in an equitable, diverse, and inclusive space. She supports the right of every infant, child, and their family to participate as a member of society. She promotes equity in her early childhood program and creates the conditions for historically marginalized children to be successful.

# EELC At-a-Glance

## WEDNESDAY, OCTOBER 5, 2022

### 9:00 AM – 6:00 PM (Closed 12:00 PM – 1:00 PM)

EELC Conference & CDA PDS Symposium Check-in |  
**Location:** Crystal Registration

### 10:00 AM – 5:00 PM

CDA PD Specialist Symposium: Leadership Is Not a Gamble – Roll the D.I.C.E. (Diversity, Inclusion, Compassion, and Equity) | **Location:** Longboat

### 12:00 PM – 5:00 PM

Council Pop Up Shop | **Location:** Atrium

### 6:00 PM – 8:00 PM

Welcome Reception & Dinner: A Starry Evening |  
**Location:** Terrace Lawn

## THURSDAY, OCTOBER 6, 2022

### 7:00 AM – 8:45 AM

Breakfast Lounge: Zen Cuisine | **Location:** Atrium

### 7:00 AM – 7:45 AM

Health & Wellness Session I: Yoga in the Garden |  
**Location:** Garden by the Pool

### 8:00 AM – 8:45 AM

Health & Wellness Session II: The Power of Laughter |  
**Location:** Longboat

### 8:00 AM – 3:00 PM (Closed 12:00 PM – 1:00 PM)

EELC Conference Check-in | **Location:** Crystal Registration

### 9:00 AM – 10:15 PM

Opening General Session: Leading the Career Pathway to Equity *sponsored by Child Care Education Institute* |  
**Location:** Crystal Ballroom

### 10:15 AM – 10:45 AM

Power & Wellness Break: Walk About *sponsored by Teaching Strategies* | **Location:** Atrium

### 10:45 AM – 12:00 PM: Concurrent Sessions

#### REROUTE THE PATH TO EDUCATIONAL EQUITY

Why “One Size Fits All” Solutions Don’t Work: Supporting the Spectrum of Family Child Care ECE Career Pathways |  
**Location:** Crystal A

#### TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS

Diversifying the Teaching Pipeline: Creating a Spanish-language A.A.S. for Early Childhood Education and Family Studies | **Location:** Crystal B

#### NAVIGATE THE ROAD TO WELLNESS

Compassion Fatigue in Helpers - Caring for Yourself While Caring for Others | **Location:** Merritt

#### REROUTE THE PATH TO EDUCATIONAL EQUITY

An Equity Road Map Using the LearnERS: CQI Coaching Framework | **Location:** Longboat

### 12:00 PM – 5:00 PM

Council Pop Up Shop | **Location:** Atrium

### 12:00 PM – 1:30 PM

Networking Lunch & Treasure Hunt *sponsored by Branagh Group* | **Location:** Atrium

### 1:30 PM – 2:30 PM

General Session: Council Chat - Connected to Your Calling |  
**Location:** Crystal Ballroom

### 2:30 PM – 3:00 PM

Energy & Wellness Break: Tai Chi/Qi Gong |  
**Location:** Atrium

### 3:00 PM – 4:15 PM: Concurrent Sessions

#### REROUTE THE PATH TO EDUCATIONAL EQUITY

Expulsion and Suspension in ECE: What Every Leader Must Know and Be Able to Do | **Location:** Crystal A

#### TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS

CTE Programs and the CDA Connection: Recruitment, Retainment and Your Community | **Location:** Crystal B

#### NAVIGATE THE ROAD TO WELLNESS

Taking Care of You: Preventing Compassion Fatigue When Working with Families | **Location:** Merritt

#### REROUTE THE PATH TO EDUCATIONAL EQUITY

Multilingual CDAs: Creating Opportunities & Access in Multicultural Communities | **Location:** Longboat



# EELC At-a-Glance

## 6:00 PM – 10:00 PM

Caribbean Dinner & Fiesta *sponsored by ProSolutions Training* | **Location:** Rear Lawn

## FRIDAY, OCTOBER 7, 2022

### 7:00 AM – 8:45 AM

Breakfast Lounge: French Flavors | **Location:** Atrium

### 7:00 AM – 7:45 AM

Health & Wellness Session I: Sound Therapy for Deep Breathing & Meditation | **Location:** Merritt Restaurant

### 8:00 AM – 8:45 AM

Health & Wellness Session II: Don't Lose Your Pause Button | **Location:** Longboat

### 8:00 AM – 3:00 PM (Closed 12:00 PM – 1:00 PM)

EELC Conference Check-in | **Location:** Crystal Registration

### 9:00 AM – 10:15 PM

General Session: The Leadership Journey of an ECE Changemaker *sponsored by Learning Care Group* | **Location:** Crystal Ballroom

### 10:15 AM – 10:45 AM

Power Break: Strike A Yoga Pose | **Location:** Atrium

### 10:45 AM – 12:00 PM: Concurrent Sessions

REROUTE THE PATH TO EDUCATIONAL EQUITY  
Career Pathways: Access to Excellence |  
**Location:** Crystal A

TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS  
Boosting Family Child Care: Bridging Quality Care and Business Sustainability | **Location:** Crystal B

TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS  
Creating Culturally Competent Workspaces |  
**Location:** Merritt

### 12:00 PM – 5:00 PM

Council Pop Up Shop | **Location:** Atrium

### 12:00 PM – 1:00 PM

CDA Advocacy Award Luncheon & Recognition Ceremony | **Location:** Crystal Ballroom

### 1:00 PM – 3:00 PM

Health & Wellness Expo | **Location:** Atrium

### 3:00 PM – 4:15 PM: Concurrent Sessions

REROUTE THE PATH TO EDUCATIONAL EQUITY  
Closing Learning Gaps for Young Children Using an Equity Lens | **Location:** Crystal A

TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS  
Roadmap to Results: Paving Innovative Pathways for ECE Professionals | **Location:** Crystal B

NAVIGATE THE ROAD TO WELLNESS  
Leading with Heart: Is Your Door REALLY Always Open? |  
**Location:** Merritt

REROUTE THE PATH TO EDUCATIONAL EQUITY  
The Six Signature Traits of an Inclusive Educator |  
**Location:** Longboat

### 4:30 PM – 5:30 PM

Closing General Session: Who's in the Driver's Seat?  
*sponsored by Dimensions Educational Research Foundation* | **Location:** Crystal Ballroom

### 6:00 PM – 10:30 PM

Disney Dine Around | **Location:** Disney Springs

#### Bus Service Schedule:

Depart from Renaissance North Entrance:

6:15 PM and 7:30 PM (promptly)

Pick-up from Disney Springs:

9:15 PM and 10:30 PM (promptly)

## SATURDAY, OCTOBER 8, 2022

### 8:30 AM – 10:00 AM

Farewell Breakfast with Mickey & Minnie (Families Invited) | **Location:** Atrium

# Health & Wellness Program

The Early Educators Leadership Conference is about more than leadership and professional development. This year we invite you to take a fresh look at wellness and what it means to you. Our Health & Wellness Program will provide opportunities for affirmation, exercise, meditation, and relaxation. We encourage you to take advantage of this unique program designed to help you be the best you!

**THURSDAY, OCTOBER 6, 2022**

**7:00 AM - 7:45 AM**

**Health & Wellness Session I: Yoga in the Garden**

**Location:** Garden by the Pool I

**Instructor:** Calvin Curameng, College Park Yoga

This yoga session is perfect for everyone! Whether you are an experienced yoga practitioner or interested in trying yoga for the first time, this is the perfect session for you! Join us for our morning yoga practice to improve flexibility, and ease stress and anxiety. What better way to start your day? No mat Required!

**8:00 AM - 8:45 AM**

**Health & Wellness Session II: The Power of Laughter**

**Location:** Longboat | **Presenter:** JuNene K

When was the last time you laughed out loud at work or even at yourself? We're not talking about just texting "LOL," but a deep contagious laugh out of nowhere. We take ourselves far too seriously. Laughter opens the mind, unleashes our creativity, and heals our whole being, like medicine. It also makes us more receptive to new ideas. Explore the benefits of laughter in this session and get ready to LOL.

**10:15 AM - 10:45 AM**

**Power & Wellness Break: Walk About**

**Location:** Atrium

Take a moment to breathe, relax and meet with our sponsors while enjoying a power snack to keep you going! If the weather permits, we recommend a short power walk around the gardens.

**2:30 PM - 3:00PM**

**Energy & Wellness Break: Tai Chi/Qi Gong**

**Location:** Atrium | **Instructor:** Calvin Curameng,  
College Park Yoga

We all need energy to get our jobs done. Learn all about your Chi and ways to strengthen your energy through the practice of Tai Chi.

**FRIDAY, OCTOBER 7, 2022**

**7:00 AM - 7:45 AM**

**Heath & Wellness Session I: Sound Therapy for Deep Breathing & Meditation**

**Location:** Merritt | **Presenter:** Brittney Richardson

This sound bath will focus on setting the rhythm for relaxation. Enjoy the relaxing sounds of crystal singing bowls and other healing instruments. This session also includes light stretching and a sample of Traditional Chinese breathing called Qi Gong. All are designed to relieve stress and open your body to a state of healing.

**8:00 AM - 8:45 AM**

**Health & Wellness Session II: Don't Lose Your Pause Button**

**Location:** Longboat | **Presenter:** JuNene K

Attempting to push through hard moments just makes them worse. The fight becomes draining because you have ignored your mental and physical feelings and before you know it, your frustration intensifies, and you've erupted like a volcano. BOOM! Going back doesn't help (rewind), moving on is too difficult (forward), just going and going is exasperating (play) and quitting just stunts your growth (stop). You must breathe! Breathing is your universal pause button. Learn a few awesome ways to breathe through anxiety, trauma, conflict, and internal confusion.

**10:15 AM – 10:45 AM**

**Power Break: Strike A Yoga Pose**

**Location:** Atrium | **Instructor:** Theresa Curameng,  
College Park Yoga

Power poses, energizing snacks and informative wellness strategies.

**1:00 PM – 3:00 PM**

**Health & Wellness Expo**

**Location:** Atrium

The Health & Wellness Expo will focus on self-care. As you know, you must be well to serve the community. We have planned an afternoon of health and wellness

activities fireside chats to enlighten you on wellness modalities, demos, seated massage, and information to help guide, strengthen and start a new healing practice.

**FIRESIDE CHATS**

**Location:** Crystal Ballroom A

- **1:15 PM: The Power of One** with *JuNene K* - Oftentimes we think we need a lot of things to make us happy when in fact we haven't even identified what happy looks like. Learn to pick that one thing and use it powerfully to manifest the life you desire.
- **1:45 PM: The Love Factor** with *Ty'Ronn Spriggs* - Motivational and inspirational messages and actions to navigate with love.
- **2:15 PM: Sound Bath Experience** with *Brittney Richardson* - Introduction of sound bath and experience.
- **2:45 PM: Essentially You** with *JuNene K* - By the time we go to the doctor we only want to be healed from the symptoms and rarely identify the root cause. Learn to use the power of essential oils and herbs to be proactive in your health and heal the root, so the symptoms become nonexistent.

**ZEN IN MOTION with Theresa & Calvin Curameng**  
**College Park Yoga**

**Location:** Merritt

- **1:00pm: Self Massage Anywhere** (15 min) - Reflexology simplified.
- **1:30pm: Guided Meditation** (15 min) - Relieve stress and find your Zen.
- **2:00pm: Mini Yoga Session** (15 min) - Learn simple yoga poses to help energize your day.

**INTERACTIVE ZEN MOMENTS**

**Location:** Atrium

- **Healthy Shots: The Power of Juicing**
- **Aromatherapy 101** with JuNene K
- **Relax & Renew: Mini Seated Massage** with *Infinite Massage*
- **Art Therapy: Mini Mandalas** with *Ty'Ronn Spriggs*
- **Crystals & Healing Solutions** with *Creative Solstice*

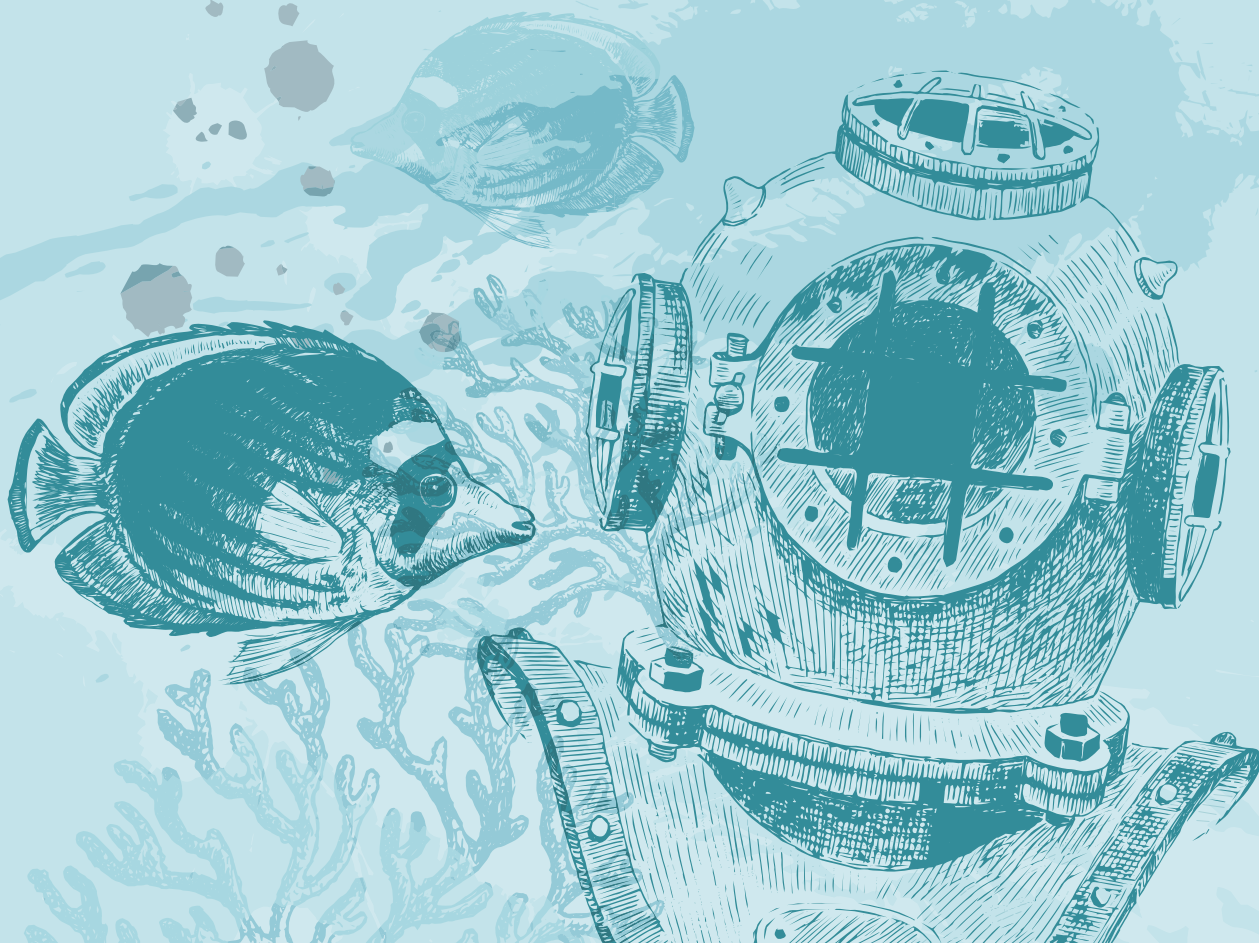
**RELAXATION ZONE**

**Location:** Atrium

- **Relax, Renew & Revitalize**



*Dive In*  
and Explore  
EELC





# Day 1: WEDNESDAY, OCTOBER 5

## 10:00 AM – 5:00 PM

### CDA PD Specialist Symposium™: Leadership Is Not a Gamble – Roll the D.I.C.E. (Diversity, Inclusion, Compassion, and Equity)

**Presenters:** Chonda Walden, Larissa Norris | **Location:** Longboat

Within the past two years, many PD Specialists have tackled recent problems, assumed new roles, and increased their professional capacities. There's no other time like now when ECE needs leaders who understand and make room for diversity, inclusion, compassion, and equity (D.I.C.E.). Join us as we explore D.I.C.E., what it means, and engage in conversations in a safe space. The day will provide a good mix of training, networking, and fun!

#### AGENDA

##### Morning

- Welcome
- Ice breaker: –All Cards on the Table
- Council update

##### Mid-morning through afternoon: “Rolling the D.I.C.E.”

- **Diversity – Playing with a Full Deck**
  - Addresses biases and prejudices within the workspace to elevate capacity, boost satisfaction, and drive high-quality verification visits.
- **Lunch**
- **Inclusion- Raise the Stakes**
  - Moving beyond tolerating differences to how to work well together while embracing diverse perspectives during the Reflective Dialogue.
- **Compassion – Sweeten the Pot**
  - Celebrating compassion that overflows from our ECE passion into the coaching and mentoring of CDA candidates.
- **Equity – Winner, Winner Be a Winner – We all win when equity is in play!**
  - Creating equitable opportunities for CDA candidates: What does equity look like during the verification visit?

## 6:00 PM – 8:00 PM

### Welcome Reception & Dinner: A Starry Evening

**Location:** Terrace Lawn

Join us for A Starry Evening, inspired by Vincent van Gogh's masterpiece, Starry Night. The evening will include music and a live painting performance by Moshberg, dinner buffet, a specialty cocktail/mocktail, cash bar, and prizes. Registered conference attendees are all welcome.

October 6



*Navigate*  
the Road  
to Wellness



# Day 2: THURSDAY, OCTOBER 6

## 7:00 AM – 8:45 AM

### Breakfast Lounge: Zen Cuisine

**Location:** Atrium

The morning starts with a wholesome breakfast that includes comfort food with a healthy twist. Relax and find your Zen with a cup of tea and our playlist from the Buddha Lounge in London to start your day in a relaxing way.

## 9:00 AM – 10:15 PM

### Opening General Session: Leading the Career Pathway to Equity

*Sponsored by Child Care Education Institute*

**Keynote Speaker:** Sherry Cleary | **Location:** Crystal Ballroom

Our opening general session is designed to prepare you for the important work ahead of us. Our theme, Leading the Career Pathway to Equity is the start of our mission. Our Keynote Presenter, Sherry Cleary, University Dean of Early Childhood Initiatives at the City University of New York, and a thought leader in the field of Early Childhood Education (ECE). She continuously works to move the needle forward in the quest for equity in ECE.

## 10:45 AM – 12:00 PM

### REROUTE THE PATH TO EDUCATIONAL EQUITY

### Why “One Size Fits All” Solutions Don’t Work: Supporting the Spectrum of Family Child Care ECE Career Pathways

**Presenters:** Patricia Dischler and Donna Fowler | **Location:** Crystal A

Creating equitable, inclusive, and diverse systems that support the ECE career pathway for family child care providers is tantamount to program success. Together, we will explore approaches to use data from the Family Care Spectrum to improve recruitment, retention, and quality improvements in ECE. This session will explore approaches to identify impactful, customized funding and support of the ECE field.

# Day 2: THURSDAY, OCTOBER 6

## 10:45 AM – 12:00 PM (continued)

### TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS

#### Diversifying the Teaching Pipeline: Creating a Spanish-language A.A.S. for Early Childhood Education and Family Studies

**Presenter:** Dawn Hendricks | **Location:** Crystal B

At present, our educator community does not reflect the rich and diverse tapestry of the communities served. There is an urgent need to increase the linguistic and cultural diversity of the teaching workforce. Higher education has an important role to play in recruitment and shaping our future educators to better reflect our nation's communities to meet goals of equity, inclusion, and diversity. In this session, we will explore steps to create an associate degree in Early Childhood Education and Family Studies, all in Spanish. We will also create an understanding of career pathways for Latinx early learning providers to excel.

### NAVIGATE THE ROAD TO WELLNESS

#### Compassion Fatigue in Helpers - Caring for Yourself While Caring for Others

**Presenter:** Kathy Pillow-Price | **Location:** Merritt

Participants in this session will define and examine how to prevent burnout, compassion fatigue, and secondary trauma. They will also identify protective factors and self-care strategies that individuals and organizations can implement to promote resiliency. Although it may not be possible to eliminate the stress associated with our work, it can be reduced when you care for yourself while caring for others.

### REROUTE THE PATH TO EDUCATIONAL EQUITY

#### An Equity Road Map Using the LearnERS: CQI Coaching Framework

**Presenters:** Ann Hentschel, Arrealia Gavins and Dr. Nakita McNeil-West | **Location:** Longboat

Equity is an essential component of quality for both young children and the early educators who serve them. We will explore the vital behaviors that led highly-effective and innovative educators in Washington, DC to use the Environment Rating Scales to address equity. Together we will analyze the influence of using the LearnERS: CQI Coaching Framework to improve quality and create an on ramp to ECE career pathways. Hear success stories of home-based providers using this framework to assist in earning their CDA credential.



# Day 2: THURSDAY, OCTOBER 6

## 12:00pm - 1:30pm

### Networking Lunch & Treasure Hunt

*Sponsored by Branagh Group*

**Location:** Atrium

This lunch break is sure to enhance your networking strategies as you navigate and map your way to uncover the treasures in the Atrium. Meet us at noon to get the tools you need for this treasure hunt. Great fun and food will be provided.

## 1:30 PM – 2:30 PM

### General Session: Council Chat - Connected to Your Calling

**Keynote Speaker:** Coy Bowles | **Presenters:** Maria Estela Edward and Likaa Mohamad |

**Location:** Crystal Ballroom

This year's Council Chat will feature Coy Bowles, children's author and legendary musician with the Zac Brown Band. He will share his journey and how he connected to his calling. He will also perform his new song, "Everything Gonna Be Alright". We will feature several presenters that may inspire you on your path to your calling.

## 3:00 PM – 4:15 PM

REROUTE THE PATH TO EDUCATIONAL EQUITY

### Expulsion and Suspension in ECE: What Every Leader Must Know and Be Able to Do

**Presenter:** Karina Soto | **Location:** Crystal A

Expulsion and suspension of preschoolers have become social concerns for families, the community and a moral dilemma for the administrators who make the difficult decision. Though it is widely known that expulsion and suspension do not assist in resolving behavioral challenges, this continues as common practice in our preschools. This workshop presents social-emotional solutions from a behavior analytics perspective. It provides participants with evidence-based tools to support the needs of every child.

# Day 2: THURSDAY, OCTOBER 6

## 3:00 PM – 4:15 PM (continued)

### TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS

#### CTE Programs and the CDA Connection: Recruitment, Retainment and Your Community

**Presenter:** Javier Nicasio | **Location:** Crystal B

Choosing a field of study and career path, for most, is something decided as they reach the end of their high school tenure, and in most cases even later. However, for students attending a vocational high school program that decision must come early. Our workshop addresses ways to help maintain and expand student's ECE interests and engagement throughout their high school experience and beyond. Attendees will develop strategies and come away with ideas that will assist students as they work towards obtaining their CDA and move forward in their careers through connections within their schools and communities.

### NAVIGATE THE ROAD TO WELLNESS

#### Taking Care of You: Preventing Compassion Fatigue When Working with Families

**Presenter:** Julie May McDougal | **Location:** Merritt

The work of a home visitor or home visitor supervisor requires care, compassion, and competence. These professionals walk beside vulnerable families every day, providing support and encouragement as families face challenges and navigate complex systems of care. This workshop will explore the issues of compassion fatigue and vicarious trauma, as well as the importance of self-care. You will leave with practical strategies to integrate activities that promote wellness into everyday life. Participants will learn and experience an interactive process to evaluate their own self-care needs and circles of support.

### REROUTE THE PATH TO EDUCATIONAL EQUITY

#### Multilingual CDAs: Creating Opportunities & Access in Multicultural Communities

**Presenters:** Dr. Bisa Lewis, Roberta Malavenda and Vilma M. Williams | **Location:** Longboat

Discover best practices for providing multigenerational opportunities to earn the CDA® Credential in multilingual communities, feeding the pipeline to the early childhood workforce from high school and beyond. This session features a panel of experts successfully implementing CDA training and early education workforce development programs with diverse learners and community stakeholders. Panelists will be engaged in a robust discussion on lessons learned and recommendations for program replication.

# Day 2: THURSDAY, OCTOBER 6

**6:00 PM – 10:00 PM**

## **Caribbean Dinner & Fiesta**

*Sponsored by ProSolutions Training*

**Location:** Rear Lawn

It's time for our annual EELC dance party! Grab your most festive, colorful party wear and dancing shoes. Our outdoor Caribbean-inspired dinner and fiesta will feature live music performed by The Caribbean Crew, and surprises from our party host and MC Ty'Ronn Spriggs.





*Reroute*  
the Path to Educational  
Equity





# Day 3: FRIDAY, OCTOBER 7

## 7:00 AM – 8:45 AM

### Breakfast Lounge: French Flavors

**Location:** Atrium

Start the day with our café breakfast that includes all the deliciousness of a French Patisserie. Relax with your favorite breakfast beverage and delicious offerings from the buffet. This morning's music is from Parisian Lounge a Persian inspired chilled mix.

## 9:00 AM – 10:15 PM

### General Session: The Leadership Journey of an ECE Changemaker

*Sponsored by Learning Care Group*

**Keynote Speaker:** Dr. Calvin E. Moore, Jr. | **Location:** Crystal Ballroom

Dr. Calvin E. Moore, Jr. shares a pictorial biography of his journey as a Black boy to manhood, a path to success, created from family and community support, education, and a powerful belief system filled with joy, music, and song. Share in this personal mythology according to Dr. Moore's beliefs, feelings, images, and conventions. Operating within the context of the Council's Five Spheres of Leadership Influence in early childhood, explore the ECE leadership identity of a changemaker: Who am I? Where am I going? Why am I going there?

## 10:45am - 12:00pm

REROUTE THE PATH TO EDUCATIONAL EQUITY

### Career Pathways: Access to Excellence

**Presenters:** Sherry Cleary and Claudine Campanelli, EdD | **Location:** Crystal A

Leaders make conscious decisions to create equitable opportunities and strive towards social justice. What does this look like in daily work and through a policy lens? We will share examples including New York's Career Center model, its leadership initiative, the credit-bearing CDA, induction, and scholarships. Participants will discuss strategy and share experiences.

# Day 3: FRIDAY, OCTOBER 7

## 10:45am - 12:00pm (continued)

### TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS

#### Boosting Family Child Care: Bridging Quality Care and Business Sustainability

**Presenter:** Lacey Eagerton | **Location:** Crystal B

In order to address the equity in early childhood systems that support our families throughout the United States, investment in family child care is vital. In 2021, Maryland Family Network launched a comprehensive pilot program whose goal was to create a systematic program to support both the business and pedagogical needs of a family child care provider. The program highlights the importance of business development training, coaching, and peer support while also identifying a pathway for providers to further their education by obtaining their CDA. Through this program, family child care providers have established strong and sustainable businesses that offer high-quality care for families. This session will share the “how-to” in creating systematic support and lessons learned.

### TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS

#### Creating Culturally Competent Workspaces

**Presenter:** Marcel P. Anderson | **Location:** Merritt

Leaders sustain the greatest impact on a program’s success and failure. This notion is best illustrated by a 2021 Pew Research study which states two of the top three reasons people leave their job was due to “no opportunities for advancement and feeling disrespected at work” (Pewresearch.org 2022). As we look to trailblaze ECE career pathways to success, let’s focus on the role of a leader. Leaders are changemakers who ensure young children and the ECE field thrive. In this session, you will learn more about the changemaker mindset and how it creates an equitable, diverse, and inclusive work environment by cultivating a culturally competent workplace.

## 12:00 PM – 1:00 PM

#### CDA Advocacy Award Luncheon & Recognition Ceremony

**Location:** Crystal Ballroom

We are proud to present the 2022 CDA Advocacy Award to Erin Smeltzer, a changemaker from the ECE community. Join us to learn more about Erin and her advocacy work in the field.

# Day 3: FRIDAY, OCTOBER 7

## CDA ADVOCACY AWARD RECIPIENT

### Erin Smeltzer

**Director of the School Readiness Program**

**Office of Early Learning (OEL), Florida Department**

Erin Smeltzer is a ZERO TO THREE Fellow. She is currently the Director of the School Readiness Program for the Office of Early Learning (OEL), Florida Department of Education. For more than a decade, Smeltzer has tirelessly advocated for advancements in quality early childhood education. Through her experience as an early childhood educator and child care center director, she learned the ability of children to exceed all expectations if given the opportunity. She shared this truth by serving as an undergraduate practicum supervisor with Florida State University. Every intern who entered her school was immersed in the idea that early childhood must become a priority in our society. Smeltzer used her positions as president of the local NAEYC affiliate and Florida AEYC Public Policy representative to continue advocating for this cause on a national level. Eager for a more influential platform, Smeltzer joined the team at OEL, where she currently oversees all the statewide quality initiatives funded by the Child Care Development Fund. She is responsible for managing numerous multimillion dollar projects aimed at promoting an integrated early childhood system that prioritizes Florida's youngest children. Her current priorities include initiatives in professional development, infant/toddler quality, preschool quality, inclusion, and continuous quality improvement. Ms. Smeltzer received her bachelor's degree in Child and Family Development from the University of Georgia and master's degree in Education from Nova Southeastern University. Her favorite quote is, "What if I fall? Oh darling, but what if you fly?" She believes every child should have the chance to fly.

## 3:00 PM – 4:15 PM

### REROUTE THE PATH TO EDUCATIONAL EQUITY

#### Closing Learning Gaps for Young Children Using an Equity Lens

**Presenter:** Michelle Lenhart | **Location:** Crystal A

On May 25, 2020, as people everywhere took in the news of George Floyd's death, Minnesota found itself at the epicenter of a major shift in thinking about racism and equity. Work started before 2020 to use and implement equity analyses to address the disparities in young children's outcomes. This presentation tells that story, the changes it sparked, and improvements made to programs serving the youngest children that promise to address Minnesota's worst gap in the nation in educational achievement. It also provides tools that can be used in government at the state, local and program levels to find and root out systemic racism and make lasting programmatic improvements designed to ensure children have what they need to succeed in school and in life.

# Day 3: FRIDAY, OCTOBER 7

## 3:00 PM – 4:15 PM (continued)

### TRAILBLAZE ECE CAREER PATHWAYS TO SUCCESS

#### Roadmap to Results: Paving Innovative Pathways for ECE Professionals

**Presenters:** Kimberly Krzanowski, Shelley Rouser and Dannaé Sewell | **Location:** Crystal B

The journey of a thousand miles begins with one bold step. This high-energy workshop features innovative practices to bolster the early childhood professional and their desire to achieve the Child Development Associate (CDA) and beyond! Participants will learn about a unique cohort model built on layered supports, targeting individual needs and yielding collective success. They will also learn how to develop sustainable practices that lead to educational and career advancements for early learning professionals. Participants will engage in hands-on activities, follow the journey of sample cohort students and become aware of the types of support needed to achieve ongoing success.

### NAVIGATE THE ROAD TO WELLNESS

#### Leading with Heart: Is Your Door REALLY Always Open?

**Presenter:** Barbie Perdomo | **Location:** Merritt

Emotional connections are essential to human development. Effective leaders understand the value of exuding a genuine interest in the well-being of their employees. The presentation will highlight that the core of successful early childhood programs is in the powerful relationships cultivated by the program leaders to create a unique culture where connections are honest and meaningful with the people they lead. These leaders recognize that when everyone has a seat at the table and given the opportunity to be part of something bigger than their individual role, the outcome is a higher level of engagement and commitment from all stakeholders.

### REROUTE THE PATH TO EDUCATIONAL EQUITY

#### The Six Signature Traits of an Inclusive Educator

**Presenters:** Donella Lampkin and Barry Thomas | **Location:** Longboat

In the 21st century, early childhood education leaders must be inclusive leaders. This requires specific leadership competencies. “The Six Traits of an Inclusive Leader” based on research by Deloitte demonstrates how to create environments where colleagues are treated with fairness and respect, feel valued, have the confidence to speak up, and are inspired to do their best and be their best. This session will introduce the six signature traits: commitment, cognizance of bias, courage, collaboration, curiosity, and cultural intelligence. This session will also share the evidence demonstrating that early educators who embody these traits ultimately improve team performance, decision making, feelings of inclusion and belonging and more.



# Day 3: FRIDAY, OCTOBER 7

## 4:30 PM – 5:30 PM

### Closing General Session: Who's in the Driver's Seat?

*Sponsored by Dimensions Educational Research Foundation*

**Keynote Speaker:** Dr. Kimberly P. Johnson | **Location:** Crystal Ballroom

Our closing general session presenter, Dr. Kimberly P. Johnson, has authored over 22 books and is an ambassador of the esteemed King Center in Atlanta Georgia. As a lifelong learner, Dr. Johnson has recently added a certification in Diversity and Inclusion from Cornell University. She will wrap up the conference with a motivational presentation and a charge for you to go forward in seeking, building and working for equity in the field of early childhood education.

## 6:00 PM – 10:30 PM

### Disney Dine Around

**Location:** Disney Springs

We are looking forward to a great evening at Disney Springs. We will have fun activities, great dinner options for you to choose from and an opportunity to win great prizes with our Selfie Scavenger Hunt. Transportation by bus service and a VISA card will be provided for conference attendees. We have selected the top 10 restaurants with great food, the right budget, and the promise of a good time. Once you arrive at the conference, grab your group and make your reservation for an evening of fun.

If you are unable to make a reservation at your preferred restaurant, there are still many options to choose from. Scan the QR code and select the “no reservation required options.”

#### **Bus Service Schedule:**

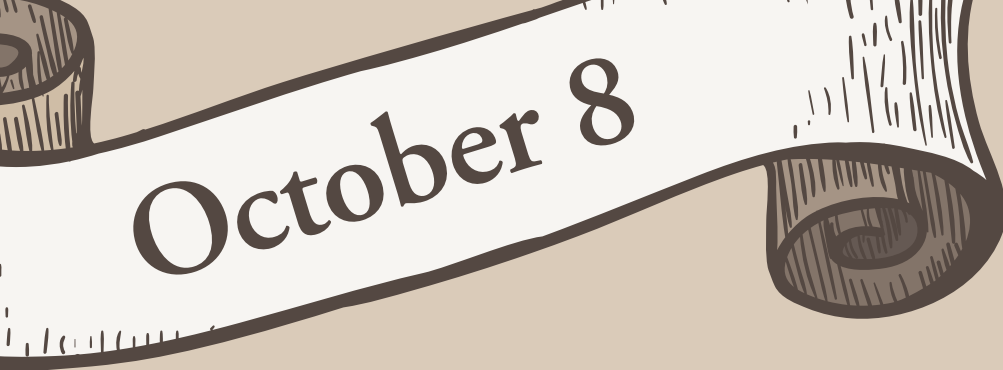
Depart from Renaissance north entrance: 6:15 PM and 7:30PM (promptly)

Pick-up from Disney Springs: 9:15 PM and 10:30 PM (promptly)

#### **Disney Dine Around Reservations:**

[EELCDisneyDineAround.eventbrite.com](https://eeLCDisneyDineAround.eventbrite.com)





October 8



*Trailblaze*  
ECE Career Pathways  
to Success



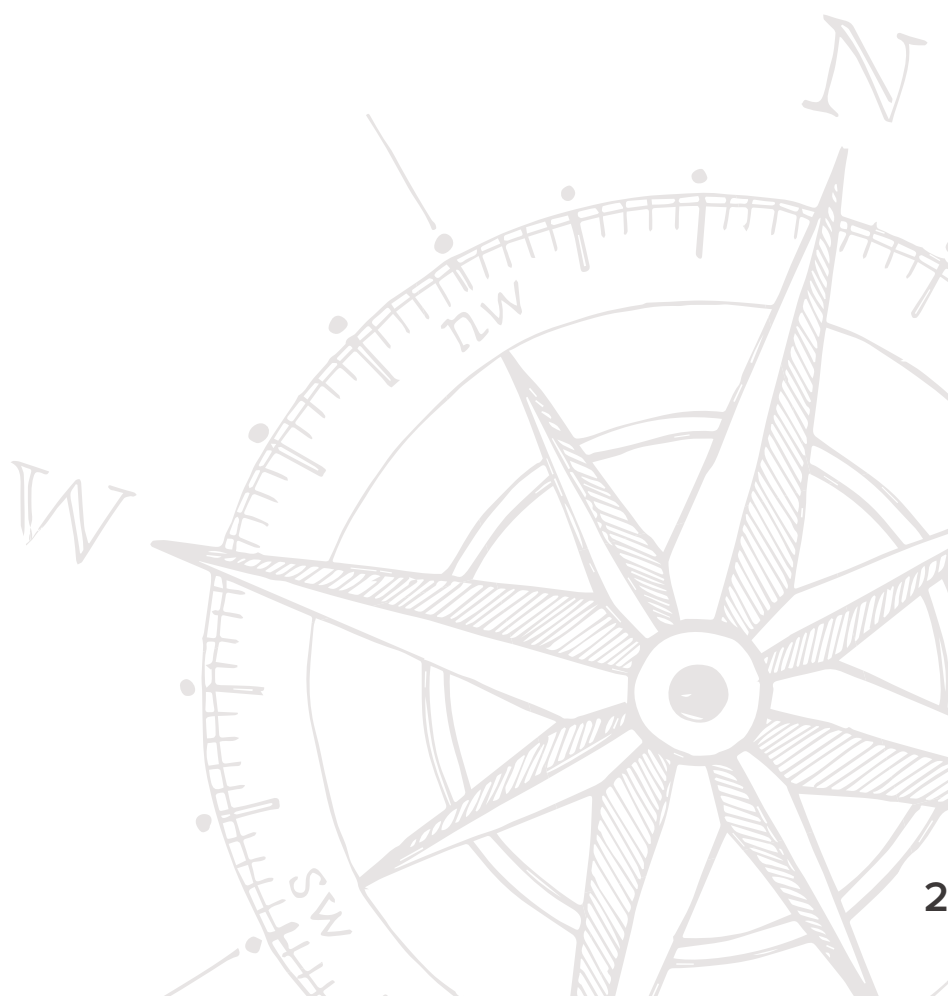
# Day 4: SATURDAY, OCTOBER 8

**8:30 AM – 10:00 AM**

## Farewell Breakfast with Mickey & Minnie (Families Invited)

**Location:** Atrium

We hope you and your family have enjoyed your time in Orlando! Just in case you didn't meet two of Disney's world renown characters, we have invited them to our farewell breakfast. Choose your favorite magical outfit or Disney T-shirt, grab the entire family and come down for a continental breakfast with Mickey and Minnie!



# Special Events & How To

This year's EELC special events are elevated, and we want you to level up with us to have the best time ever! Check out each special event and find out how to plan your engagement.

**Only registered conference attendees have access to the special events. Tickets/Badges are required.**

## WELCOME RECEPTION & DINNER BUFFET: A STARRY EVENING

Join us for A Starry Evening, inspired by Vincent van Gogh's masterpiece, Starry Night. The evening will include music and live performance, paintings by a local artist, dinner buffet, a specialty cocktail/mocktail, cash bar, and prizes. All registered conference attendees are welcome!

**How to:** Join us at 6:00 PM and grab a door prize ticket for a chance to win a custom "Starry Evening" Painting by renowned artist Andrew Moschburg and other great door prizes.

## CARIBBEAN DINNER & FIESTA

It's time for our annual EELC dance party! Grab your most festive, colorful party wear and dancing shoes. Our outdoor Caribbean inspired dinner and fiesta will feature live music performed by The Caribbean Crew, and surprises from our party host and MC Ty'Ronn Spriggs.

**How to:** Fashion statements are happening tonight! Wear something festive and colorful to celebrate the Caribbean night. You will receive a dinner ticket. Dinner will be served at 6:30 PM



# Special Events & How To

## DISNEY DINE AROUND

We are looking forward to a great evening at Disney Springs. It's Friday Night so there's entertainment throughout. Since it's a busy night we are holding reservations at 10 restaurants for the EELC group. All you need to do is to choose your favorite and sign up for a spot at a table with other EELC Attendees. You may also select from the "No Reservations Required" dining options if you are unable to decide or if reservations are full. **This dining destination is very busy, all reservations are required to be made by Thursday, October 6 at 5:00 PM.**

Shuttle bus tickets and a VISA card will be provided for conference attendees.

Transportation bus departs from the Renaissance north entrance at 6:15 PM and 7:30PM. Participants should return to the drop off location for pick-up from Disney Springs at 9:15 PM and 10:30 PM.

**How to:** Use the QR code to select a seat at your restaurant of choice. Seating is limited so register by October 6 at 5:00 PM. You may also check out the "No Reservations Required" section to help plan your visit.

*Don't forget your Dine Around VISA card and bus ticket.*

### Disney Dine Around Reservations:

[EELCDisneyDineAround.eventbrite.com](https://EELCDisneyDineAround.eventbrite.com)



### Disney Springs Map & Directory:

[www.disneysprings.com/disney-springs-map](https://www.disneysprings.com/disney-springs-map)



# Keynote Speakers



## **DR. CALVIN E. MOORE, JR.**

*Chief Executive Officer  
Council for Professional Recognition*

Dr. Calvin E. Moore, Jr., an accomplished and experienced early childhood education leader, was appointed CEO of the Council for Professional Recognition in May 2020; he's the first CEO of the Council to also hold its early education credential, the Child Development Associate® (CDA). He previously served on the Council's governing board.

Dr. Moore earned his CDA® nearly three decades ago. His connection to Head Start began when he participated in the program as a child; he also has vast professional Head Start experience, having served in a diverse array of center-based and family childcare-based programs, as well as programs focused predominantly on Hispanic families.

Throughout his career, Dr. Moore has held senior roles directing complex federal and state departments that improve outcomes for underserved children and families.



# Keynote Speakers

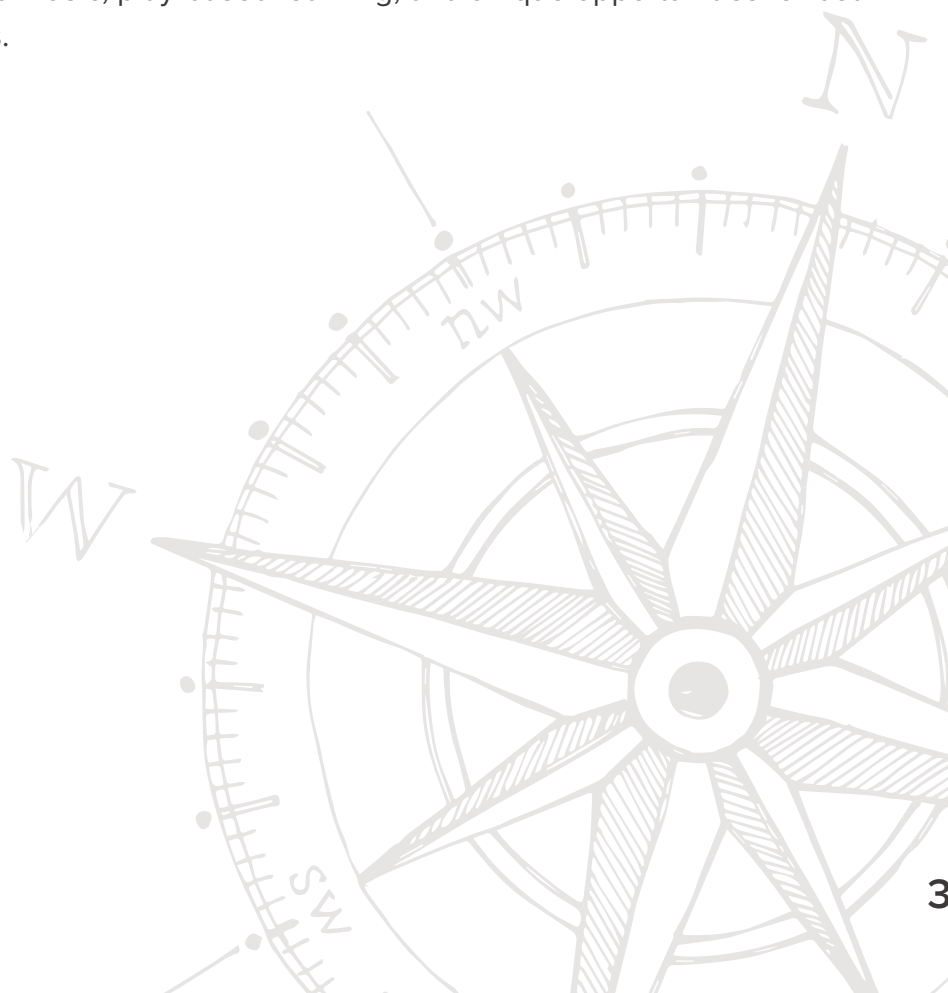


## COY BOWLES

*Musician, Children's Book Author and Early Education & Literacy Advocate*  
*Coyco Creative*

Literacy and early education advocate by day and multi-platinum music star by night, Coy Bowles has some exciting things for us on the horizon.

A Georgia native born, Coy Bowles is probably best known as a guitarist, keyboardist, singer, and songwriter for the three-time Grammy Award-winning Zac Brown Band. However, off stage, he is a teacher and parent blazing trails in the world of early education. With five highly-praised children's books under his belt, Coy recently released a social-emotional learning kit based around his hit book, *Behind the Little Red Door*, an unforgettable story of imagination and creativity. His new children's album, *Music for Tiny Humans*, won a Gold Award from the Parents' Choice Foundation. His creative journey began at 11 years old when he started playing guitar. Recently, Coy has unveiled his new children's education and creativity company, Coyco Creative, which stands for: Creativity Opportunity Yields Creative Output. Coyco delivers new and original children's books and music, play-based learning, and unique opportunities for both in-person and digital classrooms.



# Keynote Speakers



## **DR. KIMBERLY JOHNSON**

*Children's Book Author and Educator  
Clemson University*

Children's author and educator, Dr. Kimberly P. Johnson grew up in Shelby, NC. She is the author of 22 children's books. Dr. Johnson received her Doctorate in Curriculum, Teaching, and Leadership from Northeastern University in Boston, MA. She holds a master's degree from Clemson University, in Youth Development and Leadership. Dr. Johnson has also earned an Early Childhood Education degree and a Communications degree from UNC, Chapel Hill. She completed her post-doctorate work in the Advanced Leadership Program at Harvard University's Graduate School of Education. She recently completed a certificate in Diversity and Inclusion at Cornell University. Kimberly is a creative thinker and has a passion for teaching and helping others. She is currently at Clemson University where she teaches Creative Activities for Youth and Working with Diverse Youth. Dr. Johnson also teaches Creative Writing for Social Change at Clinton College and is a course facilitator for the Leading Learning and Managing Evidence courses at Harvard University in the Graduate School of Education.

# Keynote Speakers

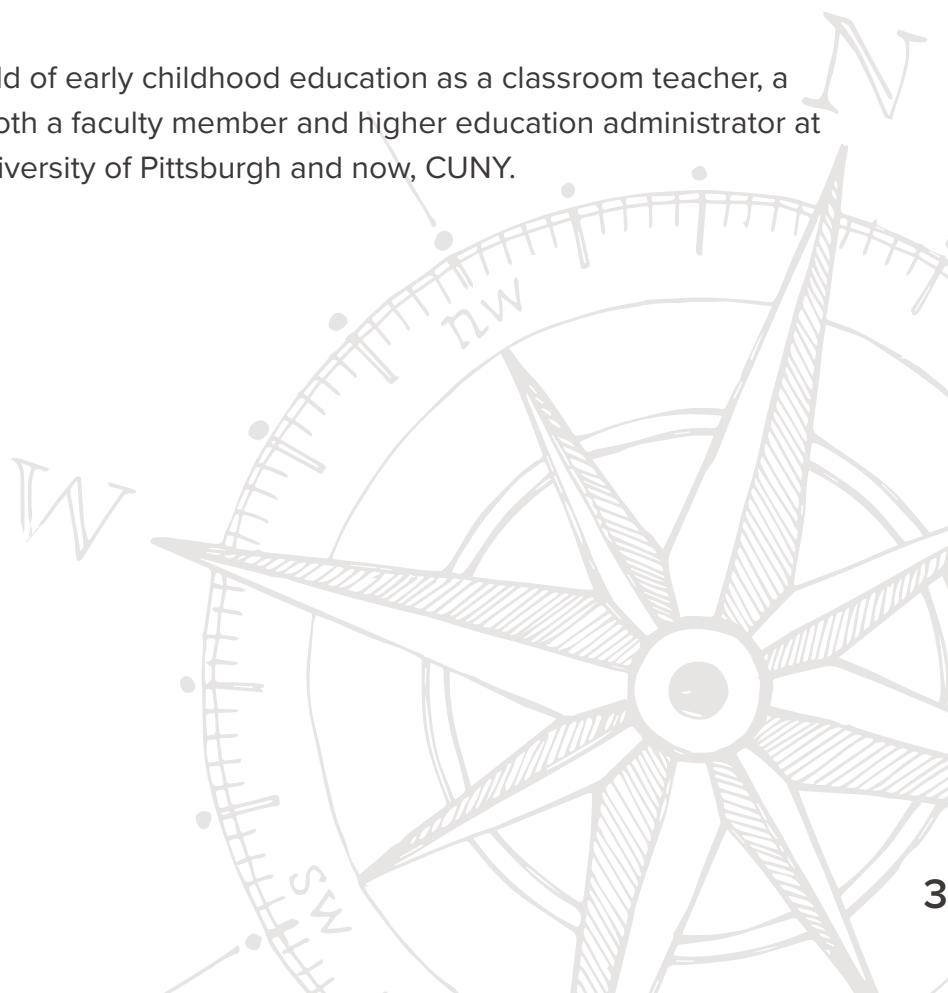


## SHERRY CLEARY

*University Dean & Executive Director  
City University of New York*

Sherry M. Cleary is the university dean of Early Childhood Initiatives at the City University of New York and the executive director of the New York Early Childhood Professional Development Institute. She leads the work of a dynamic, intelligent, and passionate team dedicated to building essential systems to insure a highly effective early childhood workforce for the state of New York, to guarantee that young children have access to excellence. Her work also focuses on how colleges and universities can build more effective early childhood programs as well as campus children's programs. She supports CUNY's 17 campus child care centers and chairs the Student-Parent Task Force. At the Institute, she collaborates with colleagues to ensure that New York benefits from the NYC Early Childhood Research Network, the state's early childhood workforce system known as New York Works For Children, the state's quality rating and improvement system – QUALITYstarsNY, and a wide range of other initiatives. Sherry co-chairs the Governor's Early Childhood Advisory Council.

Ms. Cleary has worked in the field of early childhood education as a classroom teacher, a program administrator, and as both a faculty member and higher education administrator at Erie Community College, the University of Pittsburgh and now, CUNY.





# Presenters



## **ANN HENTSCHEL**

*Quality Research and Program  
Development Manager  
Branagh Group*

Ann Hentschel has been in the field of early childhood education for 40 years. She is the quality research and program development manager at Branagh Group. She helped lead the design and implementation of LearnERS. She worked as a teacher at Bing School and as executive director at the Children's Center of the Stanford Community and the Stanford Arboretum Children's Center. Ann sat on the California AEYC's Public Policy Board and was a member of the Marin County Child Care Council. Recently, Ann also served as the director of quality assessment at the McCormick Center for Early Childhood Leadership at National Louis University.



## **BARRY THOMAS**

*Senior Consultant for Human Resources  
and DEI Projects  
BCT Partners*

Barry Thomas is the senior consultant for Human Resources and Diversity, Equity, and Inclusion projects at BCT Partners. His background as an educator for nearly 20 years, and specific work in curriculum and instruction, have supported the clients of BCT Partners well. Barry collaborates to recommend, design, develop, evaluate, and maintain creative learning solutions that include, but are not limited to eLearning, video, mobile, activities, assessments, job aids, classroom experiences, blended learning experiences, and Virtual Reality (VR).



## **ARREALIA GAVINS, M.S. ED.**

*Educational Leadership Consultant  
Realia Early Care and Education*

Arrealia Gavins has 30 years' experience in the field of early care and education and is frequently invited to speak on enhancing early learning systems. Ms. Gavins is the founder of Realia Early Care and Education and Director of Early Learning within the Early Childhood Innovation Network at MedStar Georgetown University Hospital. Ms. Gavins holds a Master of Science in Education and a Bachelor of Science in Child and Family Development, both from Missouri State University.



## **DR. BISA LEWIS**

*Managing Partner  
WINGS Curriculum, LLC*

Dr. Bisa Batten Lewis is a best-selling author, diversely experienced education authority and renowned public speaker. Dr. Bisa offers realistic methods of implementing high-quality research-based curriculum practices. Dr. Bisa worked as a CTE Instructor in north Georgia, where she served as the district's ECE Career Pathway Lead, the Health Sciences and Human Services Academy lead teacher, and sole ECE Instructor at one of its largest high schools. Dr. Bisa is the project consultant for the Council for Professional Recognition's High School CDA Career and Technical Education (CTE) Technical Assistance and Training Program.



## **BARBIE PERDOMO, M.ED.**

*Director  
Preschool FUNDamentals*

Barbie brings 20 years of experience in early childhood education and has served in several roles over her career as an educator, program director, owner, mentor, and advocate. As a holistic leader and educator who values the importance of relationships and the mutually beneficial opportunities for growth that these relationships provide, Barbie is committed to empowering early childhood educators to grow as competent professionals in this field.



## **BRITTNY RICHARDSON**

*New Age Life Coach  
Creative Solstice*

Born and raised in Charlotte, NC, practicing holistic medicine came naturally to Brittny Richardson. She grew up with a football field-sized garden, which fed and kept her family well for many years. She has traveled the world and paved many roads of self-discovery and personal development, leading her to a life of meditation and energy balancing. It is her pride to share her journey with others, in hopes to inspire others to seek their own enlightenment. As a Reiki Practitioner, she has experience in sound healing and meditation.

# Presenters



## CHONDA WALDEN

*Training and Development Manager  
Council for Professional Recognition*

Chonda is responsible for the management of the PD Specialists, Chonda and her team have successfully built upon the Council's recruitment efforts, created new strategies for recruitment and retention, and engaged the ECE community through innovative methods and technology. As a seasoned educator and leader Chonda has been instrumental with establishing early education programs serving eclectic communities throughout the Nation's Capital.



## DR. DAWN HENDRICKS

*Faculty  
Clackamas Community College*

Dr. Dawn Hendricks earned her Ed.D. in Educational Leadership, Administration and Policy from Pepperdine University. With Dr. Patton Tabors, co-authored, *Helping Your Child Learn Two Languages*. Dr. Hendricks has more than 20 years of experience working in a variety of positions in early childhood. She co-wrote and was the principal investigator on the country's first bilingual Early Reading First project. She recently led development of a two-year associate degree in Early Childhood Education and Family Studies. Dr. Hendricks is bilingual and focuses on providing culturally and linguistically responsive teacher education.



## CLAUDINE CAMPANELLI

*Senior Director  
CUNY*

Claudine Campanelli, Ed.D. leads the network of NY early childhood career centers supporting the early childhood workforce across the state and is the Academic Director of the early childhood programming at CUNY School of Professional Studies. She has nearly 30 years' experience working with young children and the adults who serve young children under the age of 8. Dr. Campanelli has a degree in Speech-Language Pathology and Audiology, an MBA and master's in human resources, and holds an Association Montessori Internationale (AMI) Assistant to Infancy Diploma.



## DONNA FOWLER

*Co-Founder  
Community Coaching*

Donna Fowler is currently the Sr. Manager of Learning and Solutions Implementation at Teaching Strategies, LLC. She supports professional development, coaching, and implementation for school districts, Head Starts, Early Head Starts, private childcare and family childcare networks and providers. Prior to joining Teaching Strategies, she served as Director of Public Policy at the Maryland State Family Child Care Association, where she worked to ensure that the laws and regulations governing the association's members were consistent with quality for the children and affordability for their families.



## DANNAÉ SEWELL

*Early Childhood Initiatives Officer  
Early Childhood Innovation Center-  
Delaware State University*

Dr. Dannaé Sewell, Director of Delaware State University's Early Childhood Laboratory School with 20 years of experience as a parent, educator, and administrator, believes in the power of consistency, transparency, accountability, and collaboration. In the right environment, children and teachers accomplish individual and group success inside and outside the classroom.



## DONELLA LAMPKIN, MSHS

*Manager of Diversity, Equity & Inclusion  
BCT Partners*

Donella Lampkin is the Manager-Diversity, Equity & Inclusion with BCT Partners. Donella joined BCT Partners in January 2021. In this role, Donella brings her 10+ experience in academic, project management and support programs that capitalize on client's workforce, workplace and marketplace culture, diversity and inclusiveness opportunities. Donella has experience in creating effective project-management processes and product changes at all stages.

# Presenters



## **JULIE MAY MCDUGAL**

*Assistant in Research  
FSU Center for Prevention & Early  
Intervention Policy*

Julie May McDougal is on the faculty of the Florida State University Center for Prevention & Early Intervention Policy.

She is a licensed clinical social worker in the state of Florida and has 18 years of experience working in early childhood education and home visiting. She currently serves as the Early Head Start Content Specialist for the Partners for a Healthy Baby Home Visiting Curriculum training team at the FSU Center for Prevention and Early Intervention Policy. Prior to serving in this role, Ms. McDougal spent 16 years on the management team of the FSU Early Head Start program.



## **KARINA SOTO**

*Child and Family Support Coordinator  
University School Nova Southeastern  
University*

Dr. Karina Soto is a Family and Child Support Coordinator at the University School Preschool at

Nova Southeastern University. She is a former Teacher Specialist at Broward County Public Schools and a former Associate Director of Early Learning Programs at the Mailman Segal Center for Human Development. Dr. Soto has been active in the field of early childhood education for more than two decades as an educator, coach of early childhood teachers, adjunct professor, and administrator of early learning programs.



## **JUNENE K**

*Social Emotional Specialist/Certified Life  
Coach  
Perpetual Motion Studios, LLC*

JuNene K. occupies the role of philanthropist, trendsetter, coach, as well as educator. She believes assertion and

confidence are key to inclusion and makes it her daily priority to change the norms and limits people unconsciously place on themselves due to lack of knowledge and understanding. JuNene K. holds a B.A. in Psychology with a concentration in Child and Adolescent Development and a M.S. in Psychology with a concentration in Life Coaching. She is a Social-Emotional Specialist and Certified Life Coach with a passion to teach Emotional Control and Resilience as the basis of all problem solving.



## **DR. KATHY PILLOW-PRICE**

*Managing Director - Early Care and  
Education Projects  
University of Arkansas*

Dr. Kathy Pillow-Price is the Managing Director of the University of Arkansas' Early Care and Education Projects

(ECEP). Before joining ECEP, she served in academic and leadership roles at Education Development Center, Arkansas Home Visiting Network, Lyon College, and Arkansas State University-Beebe. She is a nationally known expert in home visiting and early childhood education and a frequent presenter at regional and national meetings and events. She holds a master's degree in Early Childhood Education, a doctorate in Educational Leadership, and previously served as Chair of the Arkansas Early Childhood Commission.



## **KAREN EISENHUTH**

*Early Childhood Business Coordinator  
Maryland Family Network*

Karen has been an educator, coach, and small business owner for 24 years. She began her career in education as a family childcare

provider where she provided high-quality care for children for 16 years. She is currently the Early Childhood Business Coordinator for Maryland Family Network (MFN). In addition to her work with MFN, she is the president of the Harford County Director's Association. She is passionate about early childhood education and seeks to ensure that children, families, and educators have equal access to high quality care.



## **DR. KIMBERLY KRZANOWSKI**

*Executive Director, Early Childhood  
Innovation Center at Delaware State  
University  
Delaware State University*

Dr. Kimberly Krzanowski has over 20 years of experience in early learning as a former

early childhood teacher, center administrator, higher education department chair and faculty member at various institutions. Dr. Krzanowski currently serves as the executive director of the Early Childhood Innovation Center (ECIC) at Delaware State University. Formerly serving as the executive director of the Office of Early Learning at the Delaware Department of Education from 2017-2022, Dr. Krzanowski provided leadership to the state's Quality Rating and Improvement System Delaware Stars and developed innovative funding and support for the early childhood workforce.



# Presenters



## LACEY EAGERTON

*Director of Child Care Resource Network  
Maryland Family Network*

Lacey has worked with children and families for over 20 years. She has spent the last 14 years working within the child care resource center system in Maryland, supporting programs and agencies which advance the ECE field. In her current role at Maryland Family Network as the Director of the Child Care Resource Network, she provides leadership and oversight of the Maryland Child Care Resource Network and management of several additional grant-funded programs focused on a fully integrated and sustainable system of care.



## MARCEL P. ANDERSON

*Credentialing Implementation Manager  
Council for Professional Recognition*

Marcel Anderson is an award-winning instructional systems designer with 12 years of professional experience. Marcel maintains extensive expertise in the creation of strategic plans and procedures to evaluate and update learning interventions in deployment to align current performance with future organizational outcomes and training needs. He sustains substantial proficiency in developing organizational workflow processes, standard operating procedures, training standards, and policies to mitigate inefficiencies, reduce risks, and streamline development.



## LARISSA NORRIS

*Training & Development Coordinator  
Council for Professional Recognition*

Larissa believes that education is the key to unlocking the door of success. This is demonstrated throughout her tenure at the Council, where she has co-created and produced webinar series that have garnered over 116K registrants, produces, and co-hosts The Reflective Dialogue Podcast, which to date has over 19K listeners. She has developed over 60 training videos, as well as, hosted in-person and virtual trainings for the CDA Professional Development Specialists™ and ECE communities.



## MARIA ESTELLA EDWARDS

*Early Childhood Education Trainer and  
Speech Pathologist  
Mee Professional Development  
Corporation*

Based in Florida, Maria Estella Edward has dedicated her career to assisting children with special needs. Possessing over two decades of experience in the field, Ms. Edward oversees Mee Professional Development Corp. in Lake Worth, FL. She also serves as a CDA Professional Development Specialist for the Council for Professional Recognition and conducts evaluations of CDA-credentials candidates.



## LIKAA MOHAMAD

Likaa Mohamad has a Bachelor's degree in Macrobiology, a Master's degree in Autopsy and a Bachelor's degree in Child Development from PLNU/USA. She has been working for AKA-Head Start since January

2019. She also works for Centria Healthcare as a Behavior Technician. In addition, Likaa is a California Virtual Academies learning coach and Human Rights Consultant. Likaa was also nominated by the County of San Diego County Office of Education for an important role in her community.



## MICHELLE LENHART

*Policy Analyst  
Minnesota Department of Human  
Services*

Michelle Lenhart is a policy analyst for the Minnesota Department of Human Services (DHS). She provides leadership and policy analysis aimed at increasing the quality of early care and education settings, with a special focus on reducing disparities in children's outcomes. She has worked in the field of early care and education policy for the past 22 years. Prior to working at DHS, Michelle worked for Child Care Aware of America and the office of United States Senator Paul Wellstone.

# Presenters



## NAKITA MCNEIL-WEST, PH.D.

*Program Manager  
Hurley, and Associates, LLC (H&A)*

Dr. Nakita McNeil-West is a program manager at Hurley and Associates, LLC (H&A). Before joining H&A, Dr. West served as the program manager of a community organization founded to provide high-quality educational and recreational activities to children residing in the most impoverished communities in Washington, DC. She is the founder and director of RIISE Learning Academy, an organization designed to ensure the District's most vulnerable children have access to quality educational support.



## DR. SHELLEY S. ROUSER

*Chairperson and Associate Professor  
Delaware State University*

Dr. Rouser oversees the Council for Professional Education at Delaware State University (DSU). She has 25 years of experience in K-12 education, as a teacher, instructional coach and an administrator at the district and state levels. Currently Dr. Rouser serves on the Redding Consortium focused on educational equity in Delaware's urban and rural communities and the WCEEP.



## PATRICIA DISCHLER

*Co-Founder  
Family Child Care Experts*

Patricia Dischler is a Co-Founder of Community Coaching, which assists states and organizations in creating systems that understand and support family childcare quality and uses a personalized data analysis system to ensure success. She is Past President of the National Association for Family Child Care and a former family childcare business owner. She has worked 30+ years in the field of early childhood education, presenting keynotes and trainings nationwide, publishing seven books, and was awarded Master Leader by Exchange Magazine.



## THERESA AND CALVIN CURAMENG

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## ROBERTA MALAVENDA

*Executive Director  
CDF-A Collective Action Initiative*

Roberta Malavenda has served as the Executive Director of Clarkston Development Foundation (CDF Action) since 2017. She helped create and currently facilitates the Clarkston Early Learning Task Force, appointed by the City Council to develop recommendations to ensure equitable early learning policies, procedures, and programs. The Task Force was instrumental in changing the City's zoning ordinance to allow family childcare businesses in apartments and homes. Roberta serves on several state and local early learning committees and Boards.



## TY'RONN SPRIGGS

*MC*

Mr. GPS, also known as "The Fun Factor" is a top tier host and entertainer. His energy is unmatched and undeniable. He is a true experience and infectious individual. He NEVER DISAPPOINTS! His versatility and adaptability as a host impeccable.

Mr. GPS has hosted events ranging from nightlife to wedding receptions. In 2020, Mr. GPS was awarded "Host Does It Better" by Indie Fashion Week DC. He is excited to join The Council for yet another year with for another Early Educators Leadership Conference.



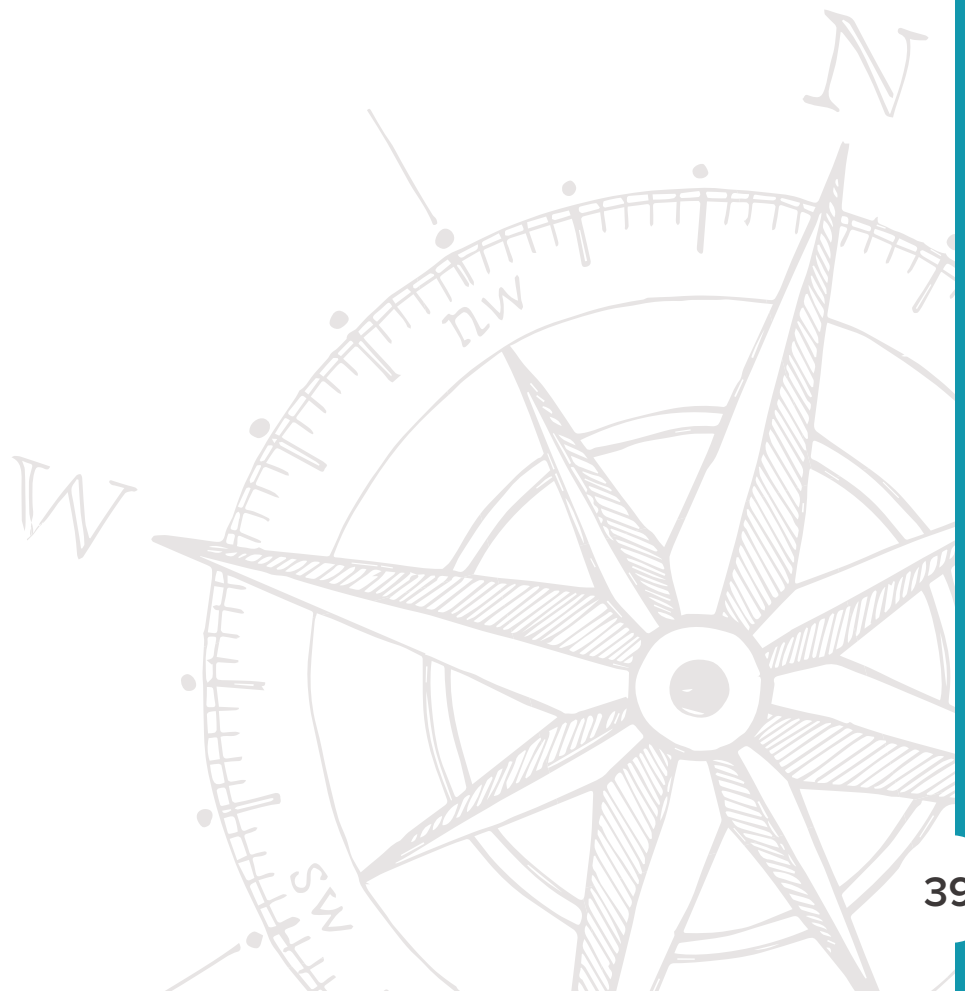
# Presenters



## **VILMA M. WILLIAMS**

*Manager Multilingual and Special Programs  
Council for Professional Recognition*

Vilma M. Williams oversees all special programs, and special populations. She has been involved in early childhood education for over 35 years and brings a wealth of knowledge and experience to our field. She studied Early Childhood Education/Child Development at Catholic University, Howard University, and University of the District of Columbia. She speaks English, Spanish and Portuguese. Mrs. Williams has received numerous awards for her continuous work and dedication to early childhood education.





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## DINING OPTIONS

### ATRIUM

**As part of the registration fees, breakfast, lunch, and dinner will be offered as indicated.** All breakfast, refreshments breaks, and a few other meals will be served in this location. Refer to the conference program or app for additional information regarding locations.

**Additional restaurants are available on the Atrium level of the hotel include:**

### AMERICAN

#### *Tradewinds Restaurant*

Savor classic comfort foods prepared with an upscale twist at Tradewinds Restaurant. Enjoy a tasty breakfast or lunch with the freshest, locally sourced ingredients. Open for breakfast and lunch.

### PUB

#### *Boardwalk*

Sip a refreshing beer or cocktail during your stay at the lively sports bar. Open daily for dinner, Boardwalk offers a tempting and diverse menu of delicious food, featuring locally sourced ingredients. Open for dinner.

### SANDWICHES

#### *Palms*

Soak up the Orlando sunshine while you relax with your family at the lively pool bar and restaurant. Treat yourself to delectable sandwiches, burgers and drinks. Open for lunch.

### COFFEE HOUSE

#### *R Kitchen Market*

Located in the atrium lobby next to Tradewinds Restaurant, proudly serving Starbucks coffee products and offering a selection of pastries, snacks and grab and go items from 6:30 AM to 3:00 PM.

### LOCAL

#### *A La Carte*

The A La Carte menu offers locally inspired dishes, fast and fresh, with both room service pick-up and delivery options available.

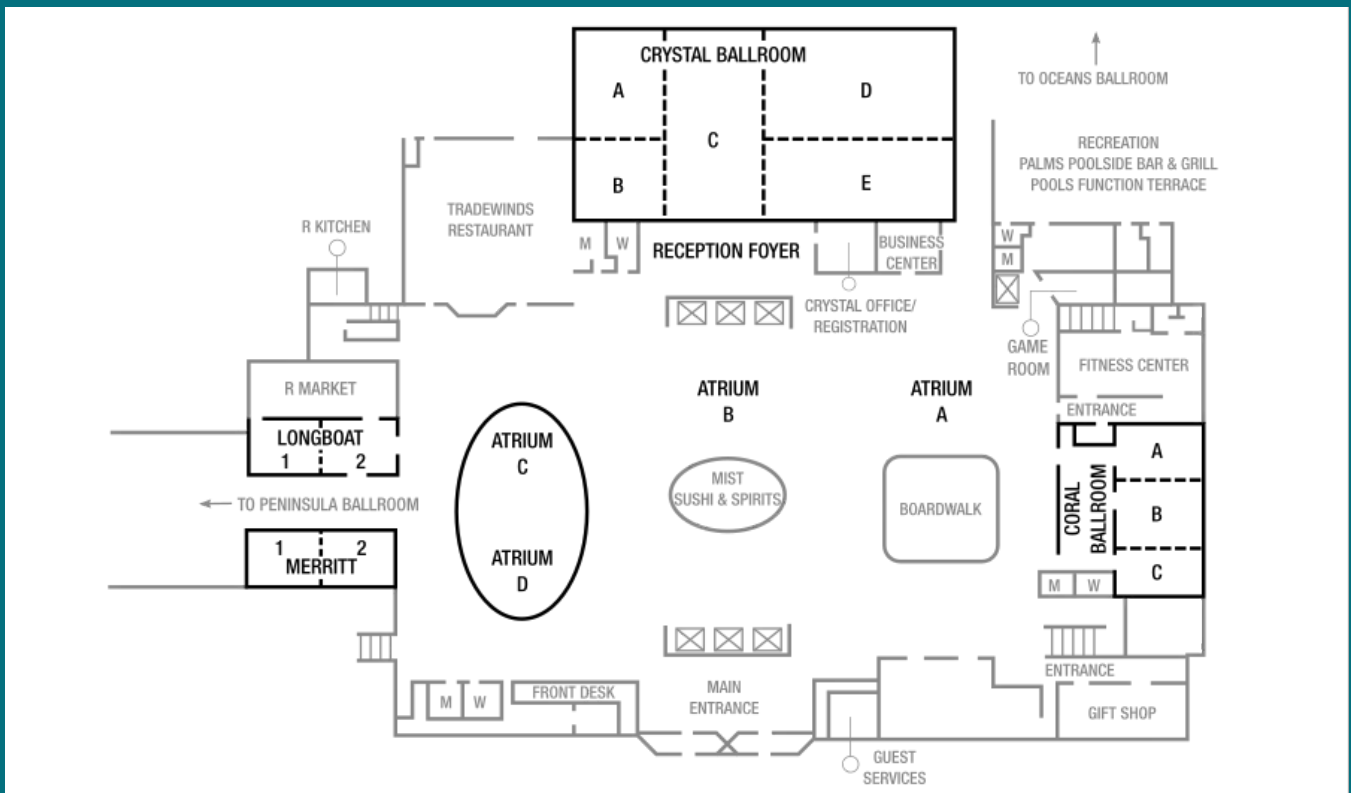
## EXPLORE BEYOND THE RESORT

### 15-20 MINS AWAY

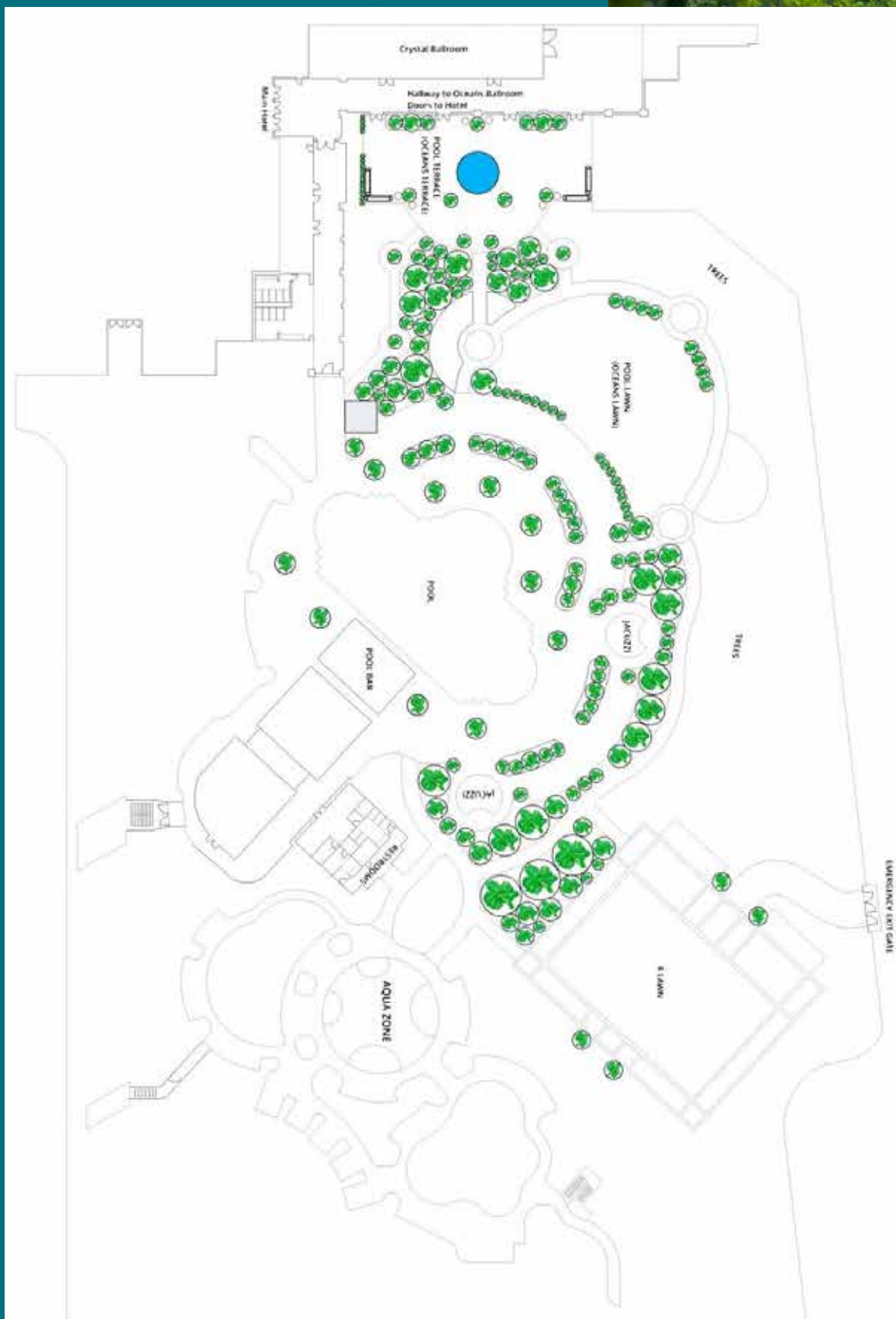
- **Orlando Outlet Marketplace**
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# Atrium & First Floor Map



# Outdoor Pool Area







# How Did We Do?

We invite you to take our post conference survey and gain full access to the recordings of the conference session presentations to review and share with your colleagues.

## WHY YOUR PARTICIPATION COUNTS:

- It lets us know what we've done well and how we can improve
- It provides helpful feedback to presenters about their session presentations
- It directly impacts how we execute our conference in 2023

## HOW IT WORKS

- You will receive a daily email invitation from the Council with a link to access the session surveys. At the end of the conference, you will receive an email invitation to share your feedback on your full conference experience.
- Click the link to complete the surveys for the sessions you attended, as well as the general conference survey.
- Once you complete all applicable surveys, you will receive an email with a link to download your E-Certificate of Attendance/Participation with the hours you accumulated during the conference.

**We value and appreciate your feedback!**



# Certificate of Participation

This is to verify that \_\_\_\_\_

Completed \_\_\_\_\_ clock hours of professional development training at the  
**Early Educators Leadership Conference**, October 5-8, 2022.

## Conference Sessions

Hours Mark  
Attended

DAY 1 - WEDNESDAY, OCTOBER 5, 2022			
10:00 AM – 5:00 PM	CDA PD Specialist Symposium: Leadership Is Not a Gamble – Roll the D.I.C.E. (Diversity, Inclusion, Compassion, and Equity)	7.0	
DAY 2 - THURSDAY, OCTOBER 6, 2022			
7:00 AM – 7:45 AM	Health & Wellness Session I: Yoga in the Garden	0.45	
8:00 AM – 8:45 AM	Health & Wellness Session II: The Power of Laughter	0.45	
9:00 AM – 10:15 AM	Opening General Session: Leading the Career Pathway to Equity	1.15	
10:45 AM – 12:00 PM Concurrent Sessions	Why “One Size Fits All” Solutions Don’t Work: Supporting the Spectrum of Family Child Care ECE Career Pathways	1.15	
	Diversifying the Teaching Pipeline: Creating a Spanish-language A.A.S. for ECE and Family Studies	1.15	
	Compassion Fatigue in Helpers - Caring for Yourself While Caring for Others	1.15	
	An Equity Road Map Using the LearnERS: CQI Coaching Framework	1.15	
1:30 PM – 2:30 PM	General Session: Council Chat - Connected to Your Calling	1.00	
3:00 PM – 4:15 PM Concurrent Sessions	Expulsion and Suspension in ECE: What Every Leader Must Know and Be Able to Do	1.15	
	CTE Programs and the CDA Connection: Recruitment, Retainment and Your Community	1.15	
	Taking Care of You: Preventing Compassion Fatigue When Working with Families	1.15	
	Multilingual CDAs: Creating Opportunities & Access in Multicultural Communities	1.15	



# Certificate of Participation

## Conference Sessions

Hours Mark  
Attended

DAY 3 - FRIDAY, OCTOBER 7, 2022			
7:00 AM – 7:45 AM	Heath & Wellness Session I: Sound Therapy for Deep Breathing & Meditation	0.45	
8:00 AM – 8:45 AM	Health & Wellness Session II: Don't Lose Your Pause Button	0.45	
9:00 AM – 10:15 AM	General Session: The Leadership Journey of an ECE Changemaker	1.15	
10:45 AM – 12:00 PM	Career Pathways: Access to Excellence	1.15	
Concurrent Sessions	Boosting Family Child Care: Bridging Quality Care and Business Sustainability	1.15	
	Creating Culturally Competent Workplaces	1.15	
3:00 PM – 4:15 PM	Closing Learning Gaps for Young Children Using an Equity Lens	1.15	
Concurrent Sessions	Roadmap to Results: Paving Innovative Pathways for ECE Professionals	1.15	
	Leading with Heart: Is Your Door REALLY Always Open?	1.15	
	The Six Signature Traits of an Inclusive Educator	1.15	
4:30 PM – 5:30 PM	Closing General Session: Who's in the Driver's Seat?	1.00	
		Total	

A handwritten signature in black ink, appearing to read "Calvin Moore", is written over a horizontal line.

Calvin Moore Ph.D., CEO  
Council for Professional Recognition



# LearnERS

## CQI Coaching Framework

## What is LearnERS?

- Individualized professional development and coaching aligned with the Environment Ratings Scales
- Demonstrates what quality looks like in practice
- Empowers educators to make changes
- Builds on existing strengths
- Designed for state and local technical assistance agencies
- Promotes collaboration of coaches, program leaders, and educators
- Creates a community of practice to support and learn from each other
- Provides opportunities to learn, reflect, and improve



LEARN

REFLECT

IMPROVE



## LearnERS Features

- Online modules linked to ERS items
- Individualized CQI journals
- Peer learning team activities
- Available in English and Spanish
- Earn training hours towards your CDA

## Learn More

[www.branaghgroup.com/learners/](http://www.branaghgroup.com/learners/)

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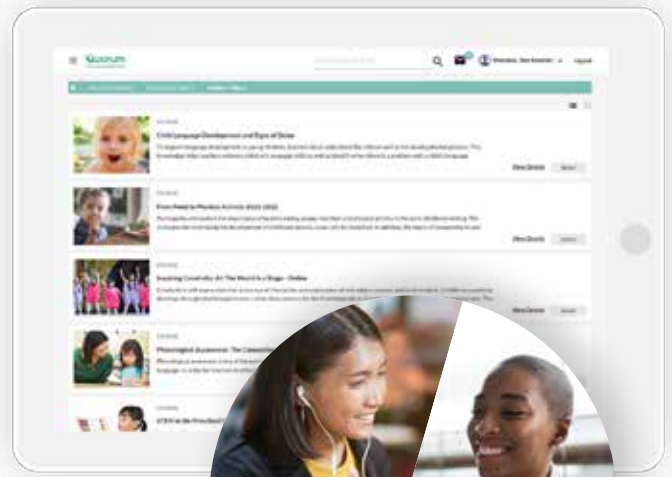
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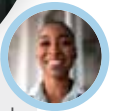
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### About Miss Trish's

At Miss Trish's, we are redefining education for Early Childhood Educators as an **IACET Accredited Provider** and **Partner with the Council for Professional Recognition**, creating an alliance between teachers, Directors, and instructors to ensure that the ECE community is able to successfully complete all CDA Course requirements and is provided with the most supportive learning experience possible. A program **created by Educators for Educators**, our all-inclusive online courses and CDA Program allow teachers to be trained with the highest-level quality program available and the **online learning flexibility** they need to earn the credentials they deserve.

**Miss Trish's  
ACCREDITED  
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**ELIGIBILITY** All registered family child care providers and licensed child care center staff who work in Maryland.

**COST** CDA® funding covers: **(a) \$425** initial online assessment fee; **(b) \$125** renewal online application fee; **(c) \$33** for *The Child Development Associate® (CDA) National Credentialing Program* and *CDA® Competency Standards* book for the following settings: Preschool, Infant-Toddler and Family Child Care.

**DEADLINE** Funding is limited, we encourage you to submit applications as early as possible.

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MARYLAND  
FAMILY  
NETWORK

# Council Alumni Network (CAN)

## Welcome to CAN!

The Council Alumni Network (CAN) comprises a diverse community of early childhood professionals that span across the U.S. and abroad. Our mission is to provide recognition, resources, and opportunities to Council for Professional Recognition program participants and stakeholders through the cultivation of shared best practices, insights and access to special interest networks.

## “We CAN” Culture

**Take advantage of opportunities to provide resources and advice** for early educators seeking career development through mentorship.

- Engage in powerful conversations about the profession
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**Increase your visibility and impact as a leader** by serving as a CAN Regional Ambassador, ECE Influencer, Friend or Sponsor.

- Submit an article about you or your organization’s latest projects
- Be a key contact for other participants in your region

**Build strong alliances to share and discuss strategies** to promote more innovation, recognition, improvements, and stability within our workforce.

- Participate in quarterly regional meetings
- Identify, recruit, and engage other CAN participants
- Attend and/or host face-to-face and virtual events

## Participant Benefits

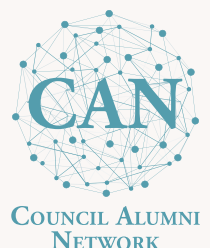
There is no fee to access the community. No matter how you may choose to participate, we’ll provide opportunities for you to stay engaged and connected to your colleagues and other alumni participants, including special events and promotions.

## Eligibility

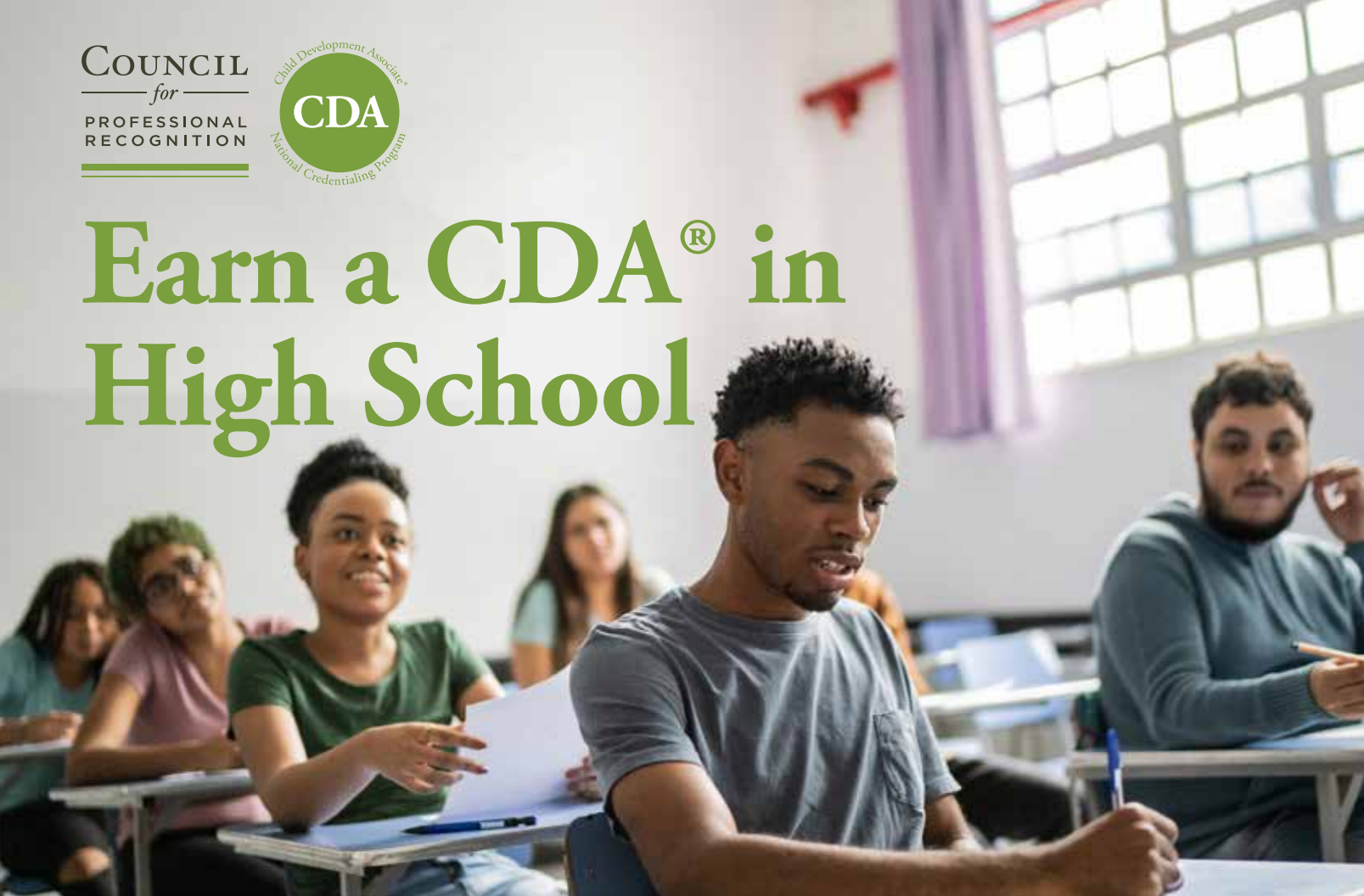
Anyone who has participated in a program that is administered or funded by the Council for Professional Recognition is welcome to join. A few examples of Council programs include:

- Current and past CDA® earners
- Partners or Stakeholders
- CDA Professional Development Specialists™
- And more!

**Join us today at [councilcan.org](http://councilcan.org)  
and make an unimagined impact!**



# Earn a CDA® in High School



Implementing a Child Development Associate® (CDA) program in your high school or Career and Technical Education program can help jumpstart successful careers for students and channel faculty expertise.

## Benefits for Students

- Graduate job-ready with a nationally-recognized CDA credential
- Enter higher education with core knowledge of child development
- Gain valuable skills and competencies early childhood employers want
- Earn college credit while still in high school

## Benefits for Faculty

- Empower students with explicit, measurable, and transferable learning competencies recognized in all 50 states and the United States military
- Serve as a CDA Professional Development (PD) Specialist™ and further your own training and expertise
- Prepare your students for success in college and a career in early childhood education

## Get Started

Download our **free** CDA® *Handbook for High School* created for instructors, school faculty and administrators interested in developing a high school CDA training program.

**Learn More**

[cdacouncil.org/highschool](https://cdacouncil.org/highschool)



**Contact Us**

[partnerships@cdacouncil.org](mailto:partnerships@cdacouncil.org)





# Out of the Box TRAINING

*from Exchange Press*

Out of the Box Trainings save you time and energy by providing step-by-step instructions for preparing, implementing, and evaluating staff development training sessions. These ready-to-go, immediately downloadable resources are in PDF format, making it easy for you to access and distribute them to your staff.

## TRY OUR NEW TRAINING: **Developing Empathy to Promote Equity**

Perhaps a child resists classroom routines or expectations, a team member rubs you the wrong way, or a parent challenges program practices. Sometimes, difficult moments offer us rich opportunities, especially when a deeper sense of empathy gives us insights and tools to respond productively. Explore diverse aspects of empathy as a powerful tool for enriching relationships, exercise your empathy skills, and foster a culture of equity and understanding in your early childhood environment.

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