



AELL “HOW SUCCESSFUL DIRECTORS LEAD” CONFERENCE SESSION DESCRIPTIONS



| WEDNESDAY, JUNE 21ST | | |
|--|---|--|
| AM Pre-Conference Event 9:00 A.M. - 12:00 P.M. | Onboarding Overhaul Brittney Luther | <p>The earliest experiences of each new team member with your processes and culture set the stage for either success or failure. Establishing an enriching, engaging onboarding and orientation process is critical to best starts and best outcomes. This interactive session will provide strategies for making these first steps exceptional! **Bring your technology for a hands-on learning experience.</p> <p>Cost: \$129 Member \$179 Non-Member</p> |
| PM Pre-Conference Event 1:00 P.M. - 4:00 P.M. | Winning the Hiring War Brittney Luther | <p>Do hiring and staffing feel like a war zone right now? This session will cover what it takes to attract A-Team players in the current hiring market, everything from job ads, recruitment and follow-up. Learn how to automate parts of your hiring process to save you time. **Bring your technology for a hands-on learning experience.</p> <p>Cost: \$129 Member \$179 Non-Member</p> |
| THURSDAY, JUNE 22ND | | |
| OPENING KEYNOTE 8:30 A.M. – 10:15 A.M. | | |
| General Session | Lessons Learned Amanda Brinkman | <p>In this information-packed keynote session, two-time Emmy-nominated host of Hulu's Small Business Revolution, Amanda Brinkman, will share valuable lessons learned about small business best practices. Amanda will guide leaders through practical strategies that support business and brand growth and provide tools that can be put to work right away to expand your influence and impact in your local community. You won't want to miss this conversation!</p> |
| BREAKOUT SESSION ONE 10:45 A.M. – 12:30 P.M. | | |
| 101 | Strategies for Success in Early Care Center Leasing Brandon Howard | <p>Commercial real estate leasing can be very one-sided. The typical tenant has little or no experience with the commercial real estate leasing process. They also have little or no exposure to the commercial real estate lease. The typical landlord has extensive experience with the commercial real estate leasing process, and many work in that line of work daily. They are often also assisted by a team of experienced professionals. This imbalance can be overcome through hard work, research, and building your own team of experienced commercial real estate professionals. Brandon will share strategies on how to do this and more, focusing specifically on the early care industry.</p> |
| 102 | Coaching Your Staff to the Playoffs Catina Boulware | <p>In this training session, we will discuss the various coaching styles that leaders can use to coach their staff to a place of greatness. We take the time this session to define what coaching is and how to develop positive relationships with our staff. We break down the aspects of the Practice Based Coaching Model and discuss how we can implement this into our coaching process. We also examine how our coaching practices tie into CLASS and other assessment tools.</p> |
| 103 | Leading by Listening: Parents as Co-Creators of Parent Participation Marie Stamps | <p>As early childhood leaders, we are charged with setting the tone for parents' involvement in the lives of their children. Too often, the ways in which parents participate are measured against the societal expectations rooted in a singular perspective, leaving marginalized groups at a disadvantage as well as feeling inadequate. Brazelton's Touchpoints, coupled with Yusso's theory of cultural wealth, provides the opportunity to recognize the value in what parents inherently have to offer, their expertise of and commitment to their children, as well as their rich experiences, without judgment. Participants will consider their current parental involvement approaches and the unspoken messages sent to all parents, with the goal of exploring other ways to invite parents' authentic voices into schools.</p> |

| | | |
|-----|---|--|
| 104 | From Enabling to Empowering: 5 Strategies to Rethink Your Role! Perna Richards | This special session designed for the leadership role discusses the importance of rethinking early childhood education. I will share 5 specific strategies to empower the educators on your team. We will take a closer look at 1. The learning gap, 2. Importance of teaching and practicing SEL vocabulary such as co-regulation and self-regulation, 3. The role of agency and ownership for the educators as well as the students, 4. Shifting the focus from policing to educating, and 5. The power of connection before compliance. You will leave the session energized and motivated to lead your team in a renewed way. |
| 105 | 7 Strategies to Increase Enrollment with Reviews, Referrals and Social Proof Troy Howard | Reviews are everything in today's consumer mindset. In this informative session, we will discuss seven strategies that leaders can implement in their childcare center immediately to increase enrollment. We consider the importance of your online reputation and how reviews can be utilized to expand your influence and grow your business. Participants will learn how to solicit and effectively use reviews for marketing, recruitment, and social presence. |
| 106 | What's a Zoomer? The Generation Z Puzzle and How to Embrace Their Unique Qualities in the Workplace Kathe Petchel | Embracing a generation that averages 100 or more texts a day and easily multitasks using five screens simultaneously, with an attention span of 8 seconds, certainly is a challenge! Managing the incoming group of Gen Z employees presents a golden opportunity for a savvy and sensitive school leader. As we plan for future success in our schools, embracing all generations in the workplace is essential. Generation Z, currently ages 10-24, presents unique challenges and opportunities for school leaders, including the need for enhanced training and mentoring, sensitivity to mental health issues, and adjusting our expectations to the unique way they view the world. Kathe Petchel from Hinge Advisors Client Relations team will lead an entertaining and thought-provoking presentation that includes strategies for embracing the sometimes quirky, socially responsible, family-oriented Z's. |
| 107 | Recommended Resources for Leaders Panel Discussion | Join Lynette Galante and Tym Smith for this information-filled session featuring some of our field's leading vendors. Participants will have the opportunity to ask questions, share challenges, and will leave this session with a better understanding of the latest resources available to leaders and programs and how these tools can enhance program performance and outcomes! |

SESSION TWO-ROUND TABLE DISCUSSIONS | 2:00 P.M. – 3:45 P.M.

| | | |
|-----------------|--------------------------------|---|
| General Session | Round Table Discussions | Join colleagues from around the country and beyond as we use our collective experience and expertise to discuss and brainstorm solutions for challenges we all face as we endeavor to implement high-quality early learning programs. |
|-----------------|--------------------------------|---|

FRIDAY, JUNE 23RD

BREAKOUT SESSION THREE | 8:30 A.M. – 10:15 A.M.

| | | |
|-----|--|---|
| 301 | Supporting Teacher Growth and Reflection with Learning Stories Julia Koumbassa | Learning Stories, an authentic assessment approach originating in New Zealand, are quickly gaining popularity in North America. But, they are not only an assessment tool for children; they are also a powerful tool for supporting teaching practice. In this engaging session, participants will gain a better understanding of Learning Stories and how to use them as an effective tool for coaching teachers through reflective practice. |
| 302 | Developing Staff: Finding What Makes Them Tick Karen Inman | Staff training and development is much more than just what is needed for the classroom center. It's a partnership between staff and admin, and this includes the families. How do we foster this development of a partnership while keeping boundaries? Staff needs the same care and assistance that they give the children. With some simple tips and tricks for practical everyday use, you too can build the bridge between just a staff member to a full, onboard team member and partnership! |
| 303 | The Baggage We Manage With Heather Torres | Bags. We all have them. Bags that carry our life experiences and the points of impact they've had. In this reflective session, we will unpack some of the baggage we carry and discuss how this shapes the way we manage others. We will take notes in our very own "suitcase" in order to explore what we've packed away and what we can remove in order to make room for positive things. |
| 304 | Managing Difficult People Donna Roberts | If only the people on our team came gift-wrapped and practically perfect in every way! Wouldn't it be "lover-ly"? Unfortunately, that only exists in dreams and fairy tales, and we need to be equipped to lead effectively through challenging attitudes and behaviors. In this interactive session, Donna will share techniques for productively engaging with the more difficult people on your team and in your world. |
| 305 | Risk Management Strategies for Early Learning Education Programs Michael Swain | For early education providers, risk management practices need to support business continuity and safety. This can include having strategies in place designed to protect your property, enhance your transportation practices, and provide a safe environment for your clientele. This workshop will provide a risk manager's overview of what some of these risk management strategies should be to help maintain a well-rounded risk management program at your center. |

| | | |
|--|--|---|
| 306 | The Five Essentials of Leadership Communication Robin Stephenson & Bobette Thompson | Communication is key. When communication fails, systems fail. In this session, attendees will identify the strengths, weaknesses, opportunities, and threats of their current communication style. From this understanding, basic communication strategies can be incorporated and connected to personality traits that will change the effectiveness of a leader's success in communicating with staff and others. |
| 307 | Recommended Resources for Leaders Panel Discussion | Join Lynette Galante and Tym Smith for this information-filled session featuring some of our field's leading vendors. Participants will have the opportunity to ask questions, share challenges, and will leave this session with a better understanding of the latest resources available to leaders and programs and how these tools can enhance program performance and outcomes! |
| BREAKOUT SESSION FOUR 10:45 A.M. – 12:30 P.M. | | |
| 401 | Conscious Discipline for Leaders and Administrators Tym Smith | This session will empower participants to meet the social and emotional needs of your staff, your students, and yourself. Join Certified Instructor Tymothy Smith for this exciting session, and you will learn how to create an emotionally safe school environment that fosters mental health and academic success for all stakeholders, even during the most difficult of situations. |
| 402 | Owners' Round Table with Ron McGuckin Ron McGuckin, J.D. | Join our very own Ron McGuckin for this open discussion of the latest issues facing owners in our field. This popular session will be filled with insights and information that can be put to work right away in your programs! |
| 403 | Digital Marketing: The Magic of Showing Up Ruth Ann Rose & Rashad Pitts | Prospects today want to learn all about a school from what they can glean from a school's digital footprint! Yelp, Google, Winnie.com, Facebook, Instagram, and your website all tell a story about your school. Does the digital story really reflect your school? We would love to help you tell your story! |
| 404 | Which Frog to Eat First? Procrastination and How to Overcome It! Dawn Brown | Having a hard time figuring out where to start? Finding yourself putting things off that really need to be managed? This session can help! Participants will learn effective techniques for managing "To Do Lists" and will leave with a plan to stop procrastinating and start being productive and successful leaders. |
| 405 | Don't Waste a Crisis: A Story of Perseverance During Tough Times Vernon Mason, Jr. | Remember that saying: "fight or flight?" When bad things happen, we have a choice: We can either give up and go home, or we can stand up and fight! In this session, I tell my story of being knocked down and how I chose to take back control and live life on my terms. I'll share my own inspiring story as a director who experienced a natural disaster that destroyed my center, how we rose from the destruction, and where we are now. We'll learn from stories about inspirational people like Julia Child and Lucille Ball—and how they turned discouragement into unparalleled success. Participants will leave uplifted, with a sense that anything is possible as long as they retain humor and perseverance! |
| 406 | Impactful Leadership Lynnette McCarty | This training will offer strong reminders of what it takes to be an impactful leader. Impactful leadership allows others to grow and become their best so that your business can continue to grow and mature. We will learn the most important attributes, including but not limited to, being effective, influential, respectful, and empowering your team to new heights! We will evaluate your current leadership and examine your strengths and weaknesses to work toward becoming the best impactful leader possible! |
| 407 | ABC's of Accreditation: Introduction to the National Accreditation Commission Erin Schmidt | This information-packed, interactive session will unpack what accreditation is and how it can elevate your program and reputation in the community. They will answer questions, share the benefits and rewards, and guide you through the process of deciding whether accreditation through the National Accreditation Commission is the right fit for you and your program! |
| BREAKOUT SESSION FIVE 2:00 P.M. – 3:45 P.M. | | |
| 501 | Stick! - Building a Stronger, More Connected Team Lori Buxton | Leading in early education is definitely not a solo sport! It is imperative that we not only build a strong team around our leadership, but we have to keep and maintain that team. This session, inspired by the book "Stick Together" by Jon Gordon & Kate Leavell, will share perspectives, strategies, and tools that will equip you and your team to build deeper connections that will help you "stick together" no matter what the day brings! |
| 502 | Navigating the Leader's Ladder Beth Cannon | Only 27% of ECE leaders felt prepared to lead a team. In this session, participants will learn that establishing strategies that support a cohesive team culture is an essential part of management. Gaining a clear understanding of each team member's unique brilliance, creating individual and program goals, developing a team mission statement, and learning the importance of setting aside time to connect with each team member is key in leveling up leaders. Understand the power of reflection and the importance of acknowledging team effort on a regular basis. |

| | | |
|-----|---|---|
| 503 | Universal Mistakes New Leaders Make & How to Avoid Them! Mary Hornbeck | If you are new to leadership, this session is designed for you! What we don't know can hurt us, our team, and our program. Join multi-site owner Mary Hornbeck for this important conversation as she shares cautionary tales that equip leaders to make sound decisions and establish effective practices, protocols, and policies. |
| 504 | The Secret Sauce of Owning a Quality Early Learning Center Kishani Mathiasz | We know that success doesn't happen by accident. It happens as a result of intention and planning! In this session designed for owners and executive leaders, you will be introduced to seven main management systems you need to know to successfully manage your childcare business. |
| 505 | A Leader's Guide to Energize Professional Development Nancy Toso | Are you ready to revitalize your program through engaging and inspirational professional development that involves participants as active partners in their learning? In this session, you will develop a rich and varied repertoire of engaging activities to use in creating meaningful professional learning experiences. Examples of workshop/staff meeting activities with adaptations for group size, diverse adult learning styles, and live or virtual delivery will empower you to design and deliver impactful professional development. These tools will help your staff connect learning to their individual goals and put new knowledge and ideas into practice. |
| 506 | Banishing Burnout Preston Blackburn | We have to help ourselves before we can help our students, but in this post-pandemic world, managing our energy and stress levels while fighting burnout are frequently insurmountable tasks. Refueling our passion helps us manage our well-being so we can reflect that positivity back on your team to drive their success. We will look at tools to help manage energy by focusing on values that help us stay excited about our careers and eager to meet each day's ups and downs. |
| 507 | Your Validation Visit: What to Expect Erin Schmidt | Validation Visit day is coming! Are you ready? This session will equip and empower you and your team with tools and strategies for a successful validation visit. *National Accreditation Commission |

SATURDAY, JUNE 24TH

BREAKOUT SESSION SIX | 9:00 A.M. – 10:45 A.M.

| | | |
|-----|--|--|
| 601 | Outsourcing: Using a Virtual Assistant to Eliminate Your To Do List Brittney Luther | Do you have a to-do list that is a mile long? Are there things that your leadership team is doing that could be outsourced to free up their time? Learn how a Virtual Assistant can empower you to do more, free up your time and provide more freedom to do what you love. |
| 602 | Intentional Leadership: Creating a Community of Thinkers, Doers, and Problem Solvers Cheryl Turner & Nathan Thompson | The intentional leader is focused on a vision for continuous growth, change, and learning and working on translating that vision into reality for the organization. This session will define ways to cultivate thinkers, doers, and problem solvers in our unique leadership roles and work settings. Based upon basic principles of emotional intelligence in leadership, participants will explore techniques for navigating change, managing conflict, fostering productive communication, boosting morale, and recognizing how our diverse perspectives and shared values foster a growth mindset and lead to positive change. |
| 603 | Inclusive Practices for Children Working Through Trauma Kelly Vignats | This workshop will help participants to define childhood trauma and provide the skills to identify the behaviors that are often correlated with it. This leader-focused training will not only address some basics of trauma-informed care but also how to mentor staff in understanding the behaviors and supporting appropriate classroom management strategies. There will be resources provided that will assist programs in the self-evaluation of trauma-informed care and guidance. |
| 604 | Better Together: The Inclusive Workplace Pamela Jenkins | You know the hows and why's of supporting diversity and inclusion in your work with children and families, but what about within your business itself? In this session, we will explore the benefits and possibilities that come with creating radically welcoming staff communities. Reflect on the 'kindness quotient' of your current business practices, learn the basics of crafting equitable hiring and workplace policies, and discover ways to support and maximize the potential of employees with diverse abilities and backgrounds. |
| 605 | Extreme Ownership: How Effective Leaders Lead and WIN! Jessica Mathiasz & Javier Benitez | Extreme ownership refers to the idea that "Leaders must own everything in their world." You—as a leader—are responsible for your team's failures, regardless of your rank or position. Extreme ownership involves trusting and equipping other people to be just as responsible as you are. It requires that we take care of one another and create a safety valve against stress and overwork. Extreme ownership supports amazing efficiency because everyone knows what they're individually and collectively supposed to do. This creates a highly effective and impactful team and creates exceptional outcomes. |

| | | |
|---|---|--|
| 606 | Designing Your Outdoor Classroom Alisha Kriege | Learning outside with kids can be a challenge, but it is even harder when you do not have defined spaces or it isn't easy to see how you can have centers outside. But I am going to change that. In this session, we will go into detail about what makes an outdoor space inviting for children, how you can cultivate designated learning spaces no matter the size, and how you can reuse things you might already have in a way that enhances a child's outdoor learning experiences. This session will include some time to plan your dream space, converse with others on how they use their space, and hopefully allow you to leave and be ready to implement some changes to create your outdoor classroom. |
| 607 | Ongoing Compliance *National Accreditation Commission Madison Manning | "I've been awarded accreditation--now what?" This session prepares leaders and their teams for the compliance part of the accreditation journey. This informative and detailed overview of the process of ongoing accreditation compliance will cover annual reports, required notification items, plans of action, director changes, and more! |
| CLOSING KEYNOTE 11:30 A.M. – 1:15 P.M. | | |
| General Session | Re-Visionary Thinking Courtney Clark | Can you reach your goals even if things aren't going the way you expect? Most people are good at setting goals and making plans but not very good at revising those plans when things change. But that's the real work of resilience. Resilience is letting go of the "old way of doing things" and rewriting a script for success that gives you the fastest and best path from where you are to where you want to go. Backed by Courtney's data-driven research, ReVisionary Thinking offers concrete strategies for blazing a new path when the goalposts move on you. |

SPECIAL CONFERENCE EVENTS

Wednesday, June 21st

Denim, Diamonds & Pearls Fundraising Dinner – A Night of Music with Nashville Songwriters

(Tickets available now!)

The Listening Room | 8:00 P.M. – 11:00 P.M. | Cost: \$250 per seat

You are invited to join us for this special fundraising event to raise much needed resources for scholarships, training and development, expanded resources to leaders in early care and education through the Association. Tickets will include round-trip transportation from the Sheraton Music City, a Nashville-themed meal, open bar, and live concert with Nashville songwriters.

Friday, June 23rd

Leaders' Night Out – Grand Ole Opry

(Ticket sales start January 15th!)

The Grand Ole Opry | 7:00 P.M. – 10:00 P.M. | Cost: Tier 1-\$129 Tier 2-\$249

This popular annual event will feature a visit to The Grand Ole Opry for a fantastic night of live music.

- **Tier 1 Ticket (75 available):** Includes ticket to the show and round-trip transportation from the Sheraton Music City.
- **Tier 2 Ticket (75 available):** Includes ticket to the show, round-trip transportation from the Sheraton Music City, unlimited access to the Circle Room with open bar with appetizers, and a meet & greet with one of the evening's entertainers.