



ASSOCIATION FOR EARLY LEARNING LEADERS

HOW SUCCESSFUL DIRECTORS LEAD

CONFERENCE SCHEDULE



WEDNESDAY, JUNE 21ST

CONFERENCE CHECK IN & REGISTRATION OPEN | 7:00 A.M. – 2:00 P.M. & 4:00 P.M. – 6:00 P.M.

<p>Pre-Conference Event</p> <p>8:00 A.M. - 12:00 P.M.</p>	<p>Child Care Center Tours</p>	<p>One of our most popular conference events, the child care tours visit local child care centers that reflect excellence and innovation in early care and education. This is a great way to spark new ideas and perspectives as you pursue exceptional programming in your centers!</p> <p>Cost: \$99 Member \$139 Non-Member</p>
<p>AM Pre-Conference Event</p> <p>9:00 A.M. - 12:00 P.M.</p>	<p>Onboarding Overhaul Brittney Luther</p>	<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>
<p>PM Pre-Conference Event</p> <p>1:00 P.M. - 4:00 P.M.</p>	<p>Winning the Hiring War Brittney Luther</p>	<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>

CONFERENCE WELCOME PARTY | 5:00 P.M. – 6:00 P.M.

Join us in the exhibit hall for a proper conference kick-off party! We'll have door prizes, snacks, cash bar, music, and tons of fun on hand as we launch an amazing week together!

DENIM, DIAMONDS, & PEARLS FUNDRAISING DINNER - A NIGHT OF MUSIC WITH NASHVILLE SONGWRITERS | 7:00 P.M. – 11:00 P.M.

The Association for Early Learning Leaders and the Presidents' Legacy Commission invite you to a night of music with Nashville songwriters during our 1st Annual Fundraising Dinner - Denim, Diamonds, & Pearls. This event raises financial resources that raise much needed resources for scholarships, training and development, expanded resources to leaders in early care and education through the Association. Each ticket (\$250) includes round-trip transportation from the Sheraton Music City, a Nashville-themed meal, open bar, and live concert with Nashville songwriters.

THURSDAY, JUNE 22ND

CONNECT OVER BREAKFAST WITH EXHIBITORS | 7:00 A.M. – 7:45 A.M.

OPENING KEYNOTE | 8:00 A.M. – 10:15 A.M.

General Session	Lessons Learned Amanda Brinkman	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!
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BREAKOUT SESSION ONE | 10:45 A.M. – 12:30 P.M.

101	Strategies for Success in Early Care Center Leasing Brandon Howard	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.
102	Coaching Your Staff to the Playoffs Rachel Supalla	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.
103	Leading by Listening: Parents as Co-Creators of Parent Participation Marie Stamps	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 Yosso'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.
104	From Enabling to Empowering: 5 Strategies to Rethink Your Role! Prerna 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	Leader to Leader: Resources & Relationships That Matter 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!

MUNCH & MINGLE | 12:30 P.M. - 2:00 P.M.

Take advantage of this opportunity to network with our outstanding conference exhibitors and conference participants over lunch. Remember, these are the people who work hard to support your role as a leader and the implementation of your programs. They want to know you and know how to help you!

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.
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GET CONNECTED! FIRST-TIME ATTENDEE MEET-AND-GREET | 4:00 P.M. - 4:45 P.M.

If this is your first time participating in our conference or you are attending conference alone, please join the AELL Ambassadors for this fun, interactive "Get Connected" reception! This is the perfect place to make new friends, get to know more about the Association, and get tips on making the most of your conference experience!

EXECUTIVE & OWNERS HAPPY HOUR | 5:00 P.M. - 6:00 P.M.

Calling all executives & owners! Join us for networking and all the latest and greatest information about upcoming activities and resources!

DIRECTORS & LEADERS HAPPY HOUR | 5:00 P.M. - 6:00 P.M.

Calling all leaders! Join us for fun & networking as we connect with directors from all over the country!

KARAOKE & DANCE PARTY : BLAME IT ON MY BOOTS! | 8:00 P.M. - 12:00 A.M.

Join us as we celebrate 39 years of sharing this amazing journey with an exciting dance party! Strap on your boots and mosey on down and get ready to dance and sing the night away! We will have great music, dancing, karaoke, door prizes, snacks, cash bar, and lots of fun!

FRIDAY, JUNE 23RD

CONNECT OVER BREAKFAST WITH EXHIBITORS | 7:00 A.M. – 8:00 A.M.

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

301	Policies for Working with Support Therapists Dawn Martini	Increasingly, outside therapists are coming into our programs to provide a wide range of services to our enrolled children. Many times therapists come into our program before we have a clear idea of the services, schedule or purpose of their work with the enrolled child. Allowing outside therapists into the program to work with a child with a disability is considered a reasonable accommodation under the Americans with Disabilities Act and there should be clear communication and a cooperative relationship between ALL members of the child's care team. This session will look at the program's responsibilities from requesting the child be evaluated for services all the way through implementation of services. We will provide language for policies the therapist and their team should sign before beginning work with a child at your program and releases the parents should sign for both the therapist and child care program to communicate with each other as well as scenarios we have seen where the care team and the therapist struggled to work together and look for solutions and discuss options for the program that does not violate the child's rights under the ADA.
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	Take Control of Your Hiring in 2023 Gabe Wilson	During this session you will learn how to write better job postings to attract more quality applicants, where and when to post your jobs, tips & tricks for increasing your applicant flow, what applicants are looking for in employers, and what is happening in the current hiring environment.
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	Life Happens--Keys to Navigating It with a Smile! Shannon Hendricks	Join Shannon in this interactive and engaging session as she takes you on a journey through life. Discover the path that leads to recognizing the obstacles that steal our joy and learn important strategies for making the most of each day. Shannon will guide you through the twists and turns of life, helping you to navigate the challenges and opportunities that come your way. With her guidance, you'll gain a deeper understanding of the journey we all share and learn how to make the most of every moment.
407	ABC's of Accreditation: Introduction to the National Accreditation Commission Erin Schmidt	Are you considering whether accreditation through the National Accreditation Commission is the right choice for your program? This informative and interactive session will explain what accreditation is and how it can enhance your program's reputation in the community. The session will cover the benefits and rewards of accreditation and guide you through the accreditation process.

NETWORKING LUNCHEON | 12:30 P.M. - 2:00 P.M.

The connections we make at this event are valuable and can have a long-lasting impact on careers and programs! Join us for a delicious lunch and the opportunity to expand your professional network and your phone-a-friend lifelines. There's nothing like being surrounded by awesome people who really "get" you!

BREAKOUT SESSION FIVE | 2:00 P.M. – 3:45 P.M.

501	Stick! - Building a Stronger, More Connected Team Jennifer Romanoff	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	Recruiting Employees in Today's Job Market Dawn Martini	Everyone knows the saying, "trying to fit a square peg in a round hole," well if you haven't reworked, reinvented, and retooled your recruitment process in the last year or two, you are doing just that when trying to hire new employees. Many professionals responsible for hiring throw their hands up and want to blame it on the lack of work ethic or loyalty of young people today, and while the frustration is real, the blame is misplaced. We cannot look to hire the same people for the same types of positions, under the same working conditions as we did 5 to 10 years or more ago. Today's job market, and the expectations candidates have of the workplace have changed. We can debate all we want the reasons for those changes and place good or bad labels on them, it still doesn't change the fact that worker's wants and needs in their job are very different. In real estate, we talk about a "buyers" or "sellers" market, well in recruitment and hiring, it is an employee's market, and if a potential employer is not adjusting, the candidate is moving along to an employer that will. This session will discuss ways to meet your current employees and potential candidates' expectations for the job and options for where and how to find new recruits.
507	Your Validation Visit: What to Expect Stephanie Resenbeck	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

MEMBER INFORMATION MEETING | 4:30 P.M. - 5:00 P.M.

Whether you are a new or experienced leader, there is a lot to gain from being a member of the Association for Early Learning Leaders! If you are interested in becoming a member, we invite you to join us and learn more!

AMBASSADOR INFORMATION MEETING | 4:00 P.M. – 4:30 P.M.

The AELL Ambassador Team is the face of our amazing Association! They are the hosts with the most and work very hard to make each of our events both memorable and meaningful! If you are interested in how you can be part of this amazing volunteer group of experts and leaders, join us for this meeting to learn more!

LEADERS' NIGHT OUT AT THE GRAND OLE OPRY | 6:30 P.M. - 9:00 P.M.

You don't want to miss this night out at the biggest stage in country music, The Grand Ole Opry! <https://www.opry.com/>
This popular annual event will feature a visit to The Grand Ole Opry for a fantastic night of live music.

- **Tier 1 Ticket (SOLD OUT):** Includes ticket to the show and round-trip transportation from the Sheraton Music City.
- **Tier 2 Ticket (SOLD OUT):** 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.

SATURDAY, JUNE 24TH

CONNECT OVER BREAKFAST WITH EXHIBITORS | 8:00 A.M. – 9:00 A.M.

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 Jana Curtis	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 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! *National Accreditation Commission
LAST CHANCE EXHIBITOR BREAK 10:45 A.M. – 11:30 A.M.		
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.