

2019 LEADERSHIP SUMMIT PRE-CONFERENCE SEMINARS ON MONDAY – JUNE 17, 2019

The registration fee for a seminar is in addition to the general conference registration fee and includes the Public Policy Luncheon. Advance registration is required; on-site registration is not permitted. Registration will be processed directly by the presenting firm.

View the current listing below. Registration ends June 1.

JUMPSTART YOUR WEEK WITH A PRE-CONFERENCE SEMINAR

We encourage you to attend a pre-conference seminar before the full conference opens. These seminars offer an intensive learning experience addressing key issues and best practices across content areas. Admission to the Public Policy Luncheon is included as part of your pre-conference seminar experience. The Public Policy Luncheon serves as an arena for spotlighting trends, defining emerging issues, and improving the knowledge base for effective decision making. The event features political, research, civic and opinion leaders from across the country committed to promoting sound and innovative policy solutions.

REGISTERING IS AS EASY AS 1-2-3

- 1 Download seminar descriptions on our homepage at www.rivhsa.org.
- 2 Submit registration along with payment directly to the training firm.
- 3 Contact the training firm directly with any related questions.

SCHEDULE AT A GLANCE (Subject to change)

- 7:15 Registration
- 8:00 Morning Session
- 11:30 Public Policy Luncheon (Included in seminar fee)
- 1:30 Afternoon Session
- 4:30 Adjourn

A. Program and Fiscal Planning for Slot Conversion from Head Start to Early Head Start

The primary directives of this seminar are to: (1) facilitate a discussion with participants in the area of program planning linking the community and self-assessment data to the need for conversion of Head Start slots into Early Head Start slots; (2) aid in the analysis and calculation of program and fiscal data to make sound decisions for the design of a written conversion plan; and (3) support facility capacity analysis which will guide the development and implementation for renovating, purchasing, and constructing to support the conversion plan. Ultimately, participants will be equipped to determine the financial feasibility of the slot conversion plan.

TRAINER

Jinny Smith, Fiscal Consultant and Program Design/Management Planner
Palmyra, TN

WHO SHOULD ATTEND | New, emerging and seasoned administrators and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Fiscal Officers and staff, Governing Board and Policy Council members, or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | \$425/person

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Visit <https://form.jotform.com/90848159529168> to register. Direct seminar questions to Jinny Smith at jinny@usit.net.

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B. Tipping the Scales on Turnover

Few things undermine a team's impact like employee turnover. Although employees note several reasons why they leave, research shows that people do not leave organizations, they leave people. Based on actual events in which the seminar facilitator led a team effort on retention, staff turnover was reduced from 71% to 19%. This seminar will equip leaders with the tools needed to increase employee engagement, motivation, retention and performance.

TRAINER

Tony Moore, Culture Architect, Keynote Speaker, Author
Tony Moore Speaks, Clearwater, FL

WHO SHOULD ATTEND | New, emerging and seasoned administrators and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Human Resource Directors and staff, Content Area Managers, Governing Board and Policy Council members, or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | See registration rates and offers below

- **[APRIL 1 - MAY 1]** \$485/person
Registration includes (1) Tony's book "Culture in 4D", (2) three 30-minute Group Coaching Sessions (\$675 value) post-event, and (3) auto-enrollment in Tony's 2019 video series on culture.
- **[MAY 2 - JUNE 1]** \$500/person
Registration includes Tony's book "Culture in 4D".

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Visit <https://tonymooreSpeaks.com/endturnover/> to register. Direct seminar questions to aundra@tonymooreSpeaks.com.

C. Health Management: The Missing Link to Human Resources Management and Program Improvement

Using an in-depth, integrated approach, this rigorous seminar is designed to provide strategic and direct correlations between the human resources management systems and health/safety practices based upon Federal mandates and regulations. The session offers effective strategies to assist grantees in meeting the requirements as evidenced through the integration of the following: (1) standards of conduct and safety practices, (2) mental health/disabilities, (3) infant/toddler safety mandates and caring for children basics, (4) transportation, (5) human resources, (6) environmental safety, (7) criminal background checks, and (8) certified health professionals. Participants will attain the necessary knowledge to understand their role in meeting the Head Start Program Performance Standards as it relates to human resource management across all state and federal requirements.

TRAINER

Kathy Starr-Green, MBA, DH/L, Chief Executive Officer and Consultant
KAS Health Consultants, Snellville, GA

WHO SHOULD ATTEND | New, emerging and seasoned administrators and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Human Resource Managers, Health Managers and Coordinators, Safety/Facilities/Environmental Managers, Transportation Managers, Disabilities/Mental Health Managers and Coordinators, or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | \$395/person

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Visit <https://www.kashealthconsultants.com> to register. Direct seminar questions to kashealthconsultants@gmail.com or 770.710.8009.

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D. Three-Legged Stool Balancing Act

The roles of administrators and executive management has become a balancing act. Personnel in these roles must ensure that the program's day-to-day operations support agency growth and are not compromised due to limited budgets, staff shortages, crumbling facilities, incomplete data, as well as limited community or governing body engagement. This seminar provides strategies for planning, self-assessment, outcomes, engaging governance members, relationship building, and forecasting services from the data that has been collected and analyzed. The training will provide strategies to support all leadership roles and move forward programs goals as the Office of Head Start establishes new paths and directions.

TRAINER

Robin Jones, President
New Ventures Specialized Educational Services, Union City, GA

WHO SHOULD ATTEND | New and emerging grantees, administrators, and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Child Care Partnership Management staff, Program Design & Management staff, Content Area Managers (Education, Health, Disabilities, Family Service, Prenatal to Three, Center Managers, Quality Assurance staff, Training Coordinators, Mentor Coaches, Community Partners, Governing Board and Policy Council members, or any key staff person with present or future responsibility and accountability in this area.

EVENT REGISTRATION | \$325/person

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Visit <https://www.regonline.com/threeleggedstool> to register. Direct seminar questions to 404.310.6107.

E. What is ERSEA?

Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA) tasks are some of the most important work performed by Head Start programs. ERSEA governs how programs determine eligibility, enroll children, and track attendance. Families receiving the most efficient and effective services ensure that we are creating a pathway for children to receive the best quality education available. When staff thoroughly understand the components of ERSEA and how they play a significant part in the success of their Head Start agency, they are equipped to lead the effort to comply with all federal regulations. Learning outcomes for the seminar include but are not limited to the ability to identify and address attendance issues, obtain and sustain full enrollment, and understand the eligibility requirements that supersedes the performance standards.

TRAINER

Melvin Gravely, Sr., MPA, Chief Executive Officer
The Gravely Group, Columbus, OH

WHO SHOULD ATTEND | New, emerging and seasoned administrators and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, ERSEA Managers, Family Services staff or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | \$265/person

The fee for this seminar is in addition to the conference registration fee and includes the Public Policy Luncheon on the scheduled day of the training. Advance registration is required, and on-site registration is not permitted for this event. Registration will be processed directly by the training firm and confirmed upon receipt of payment.

Visit <https://www.thegravelygroup.com/training-workshops/upcoming-conferences/conference-registration/> to register. Direct seminar questions to mel@thegravelygroup.com or 614.901.3369.

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F. Energizing Leadership through Personality Type Preference: Strategic Team Leadership Skills

Leaders, teachers, family partners, managers and supervisors have to work with other people to achieve the organizational mission. Training does not change organizations; changed people change organizations. Stagnant people have difficulty making sense of change and leading organizational transformation. Participate in a seminar that will be a seamless fit with what you are doing, experiencing, or find challenging. This seminar will also give you a dynamic professional development toolbox. You and your staff may be running on empty and desired outcomes prove elusive. Together, we will explore how to utilize your personality type to enhance communication, cooperation, collaboration, coordination and building teams on trust. Come, learn how to lead through your personality type!

TRAINER

Michael Gaffley, Ed.D., Founder
Cultoreal Talent Consultants LLC, Davie, FL

WHO SHOULD ATTEND | New, emerging and seasoned administrators and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Content Area Managers, Quality Assurance staff, Site/Center Managers, Family Support staff, Cohort 3 Grantees, Governing Board and Policy Council members, or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | \$325/person - OR - \$1200/group of 4 - OR - \$1500/group of 5

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Visit <http://www.cultoreal.com> to register. Direct seminar questions to dtbc@cultoreal.com.

G. The Data Lab: Using the Tools of Modern Data Culture to Tell Your Data Story with Confidence

Is your organization struggling with data? To successfully transition to a modern data culture, agencies must intentionally build a system that allows staff to observe, learn, reflect and take action on the data they gather. In this full day seminar, agency teams will learn a systematic approach for working with data. Teams will explore how to use the tools of modern data culture - data cycles, reframing questions, data mapping, and factor analysis. Then, experimenting with their own data, teams will work through a series of exercises to create a data plan for a specific issue and have access to subject matter experts to refine data plans. Agency teams will leave the seminar with a workbook outlining their data story for a specific issue. The workbook will show how the team identified, approached, researched and plans to act on its findings. We welcome organizations at any stage in their data journey – whether you are just beginning or an old pro, there will be enhanced learning for all.

TRAINER

Elizabeth Whitten, MBA, Chief Financial Officer
Western Carolina Community Action, Inc., Hendersonville, NC

This seminar is presented by Western Carolina Community Action, Inc. in collaboration with Region IV Head Start Association.

WHO SHOULD ATTEND | New and emerging grantees, administrators, and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Fiscal Officers and staff, Compliance Managers, Data Teams, or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | \$325/person includes a workbook – Capacity limited to 10-15 teams of 3-5 employees from each agency!

The fee for this seminar is in addition to the conference registration fee and includes the Public Policy Luncheon on the scheduled day of the training. Advance registration is required, and on-site registration is not permitted for this event. Registration will be processed directly by the training firm and confirmed upon receipt of payment.

Visit http://rivhsa.approvedhorizon.com/RegEvent_COM.aspx?PID=RIVHSA&EID=DATA LAB to register. Direct seminar questions to fstarr@rivhsa.org or 770.490.9198.

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H. **PFCE: Data Collection, Monitoring and Engaging Parents in Head Start/Early Head Start**

This seminar will orientate staff to an integrated approach to family engagement as well as their role in engaging families in their child's education. The session will focus on the application of Head Start Program Performance Standards, how to use collected data to measure progression towards PFCE program goals, continuous program improvement, as well as the Aligned Monitoring System - FY 2019 Focus Areas One & Two Protocols. Join us for this interactive learning experience that incorporates activities and discussions designed to enhance participant understanding of their specific roles and responsibilities as well as to effectively engage parents.

TRAINER

Mable Jones, M.Ed., President and Consultant
The Jones Connection, Atlanta, GA

WHO SHOULD ATTEND | New and emerging grantees, administrators, and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Content Area Managers, Parent, Family, and Community Engagement Managers, Coordinators and Advocates, Quality Assurance staff, Data Management/Information Technology specialist, Governing Board and Policy Council/Policy Committee members, parents or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | \$425.00/person

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Visit <http://mablejones.wixsite.com/thejonesconnection> to register. Direct seminar questions to mablejones@aol.com or 404.245.4103.

I. **Aligning the Head Start Budget Operating Budget with the Office of Head Start's Fiscal Monitoring Requirements**

Now that you've received your Notice of Award for your baseline or continuation application, what's next? The Improving Head Start for School Readiness Act of 2007 requires each Head Start and Early Head Start grantee and delegate agency to develop and implement an operating budget. Over 60% of the performance measures on the Office of Head Start's fiscal monitoring protocol requires the completion and implementation of the operating budget. To ensure full compliance with fiscal monitoring, the operating budget must address the following: (1) Identification of the use of cost of program operations, training & technical assistance, match (non-federal share) and cost sharing (e.g. USDA, Child Care Subsidies); (2) Provision of adequate funding for the goals, objectives and outcomes in the areas of administration, education, health, nutrition, disabilities, family and community engagement, facilities and transportation; (3) Include the roles and responsibilities of the Board, Policy Council and staff; and (4) Align with the fiscal monitoring protocol.

TRAINER

Perry Davis, MBA, Finance Specialist
Training/Technical Assistance Services at Western Kentucky University, Bowling Green, KY

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EVENT REGISTRATION | \$310/person

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Visit www.ttas.org and click the training tab to register. Direct seminar questions to T/TAS at Western Kentucky University at 800.882.7482.