



STAND UP. STAND TOGETHER.

# STAND FOR CHILD CARE.

# Welcome To CCAoA's 2023 Symposium

Welcome to Child Care Aware® of America's 2023 Symposium! We're excited to bring together early care and education professionals, parents, Child Care Resource and Referral agencies, state agencies, and other system leaders and allies for four days of networking, partnership and thought leadership.

The theme of this year's Symposium is "Stand Up. Stand Together. Stand for Child Care." I'm looking forward to learning and working with all of you as we unpack today's child care challenges and opportunities.

The Symposium offers a unique opportunity to hear from the experts in early care and education, and share your

own experiences and insights. With input from across the child care field, we've designed a rich program of content and conversation that will provide you with new ideas and concepts to take home to implement in your own community.

In addition, CCAoA experts will prepare you to meet with federal policymakers on Capitol Hill during Advocacy Day, sharing your messages about the pressing need for public investment in child care now, and into the future.

Thank you for joining us. I hope the next few days invigorate and inspire you to continue your vitally important work!



**Michelle McCready**  
Interim Chief Executive Officer  
Child Care Aware® of America



**Renée Boynton-Jarrett, M.D., Sc.D.,**  
Board President  
Child Care Aware® of America



## Content Tracks

Our tracks make it easy to find and select sessions on topics that matter most to you.

### Stand for Child Care

How can we create a united voice for child care? Movement building involves connecting with businesses, policymakers and social services in our community to advocate and support policies for quality, affordable child care. Learn how to advocate and make impactful connections within your community.

### Cutting-edge Research

Data is one of our most valuable tools. Hear the most up-to-date and relevant research from experts in the field on subjects that will make the most impact on your work.

### Innovative Programs and Practices

Meet innovative thought leaders in child care approaching problems with exciting solutions. Sessions will touch on forward-thinking approaches on current child care hot topics, leadership development, coaching and strategies for training & technical assistance.

### Elevating the Child Care System

Elevating the child care system involves family and community engagement, capacity building, workforce development, knowledge about state licensing requirements and more. This track will highlight solutions to these varied challenges child care businesses face today, and how systems-level leaders are instrumental in this success.

### Strengthening your Child Care Program

Engage with leading experts to grow and improve your child care setting through conversations and strategies about how to build your program's competencies and capacities.



## Connect to WiFi

NETWORK: MARRIOTT\_CONFERENCE

PASSWORD: andmother

SPONSORED BY:



# Schedule At A Glance\*

\*Subject to change

Saturday, May 6		
2PM - 6PM <b>CCR&amp;R Convening: Family and Community Engagement (Invitation Only)</b>	3PM - 5PM <b>Registration/Information Desk Open</b>	4PM - 7PM <b>Joint Council Meeting (Invitation Only)</b>

Sunday, May 7	Monday, May 8	Tuesday, May 9	Wednesday, May 10
8AM - Noon <b>Exhibitors Move-In</b>	8AM - 5:30PM <b>Registration/Information Desk Open</b>	7AM - 10AM <b>Registration/Information Desk Open</b>	7AM - 11:30AM <b>Registration/Information Desk Open</b>
8AM - Noon <b>CCR&amp;R Convening: Family and Community Engagement (Invitation Only)</b>	8AM - 9AM <b>Breakfast</b> 🍴	7AM - 9AM <b>Exhibits Open</b>	7:30AM - 8:30AM <b>Breakfast</b> 🍴
Noon - 6PM <b>Registration/Information Desk Open</b>	9AM - 5:30PM <b>Exhibits Open</b>	8AM - 9AM <b>Breakfast</b> 🍴	8AM - 11:30AM <b>Exhibits Open</b>
Noon - 6PM <b>Exhibits Open</b>	9AM - 9:30AM <b>Annual Meeting</b>	9AM - 5PM <b>Advocacy Day</b>	8:30AM - 9:30AM <b>Morning Plenary</b> ★
1:15PM - 2:15PM <b>New Attendee/ CCAoA Member Experience Orientation</b>	9:30AM - 10:30AM <b>Morning Plenary</b> ★	2PM-5PM <b>Advocacy Day Snack Break</b>	9:30AM - 10AM <b>Break with Exhibitors</b>
2:30PM - 3:15PM <b>Peer Partner Program Meet &amp; Greet (Invitation Only)</b>	10:30AM - 11AM <b>Break with Exhibitors</b>	3PM - 5PM <b>Registration/Information Desk Open</b>	10AM - 11:15AM <b>Concurrent Sessions</b>
2:30PM - 3:30PM <b>Break with Exhibitors</b>	11AM - 12:15PM <b>Concurrent Sessions</b>		11:30AM - 12:30AM <b>Closing Plenary</b> ★
3:45PM - 5:45PM <b>Prepare for Advocacy Day</b>	12:30PM - 2PM <b>Lunch</b> 🍴		11:30AM - 12:30PM <b>Exhibitor Move-Out</b>
6PM - 7:15PM <b>Opening Plenary</b> ★	2PM - 2:30PM <b>Break with Exhibitors</b>		12:30PM <b>Symposium Concludes</b>
7:30PM - 8:30PM <b>Welcome Reception</b>	2:30PM - 3:45PM <b>Concurrent Sessions</b>		
	4PM - 5PM <b>Prepare for Advocacy Day</b>		
	5PM - 5:30PM <b>Break with Exhibitors</b>		
	5:30PM - 6:30PM <b>Plenary</b> ★		



<b>Noon - 6PM</b>	<b>Registration/Information Desk Open</b> Location: Grand Foyer
<b>Noon - 6PM</b>	<b>Exhibits Open</b> Location: Grand Foyer
<b>1:15PM - 2:15PM</b>	<b>New Attendee/CCAOA Member Experience Orientation</b> Location: Salon F/G  New to the Symposium or CCAoA? This session is for YOU! This introductory and networking session is designed for first-time Symposium attendees. Learn how to maximize your attendee and membership experience with tips from CCAoA members and the Membership Team, network with fellow attendees and prepare to Stand Up, Stand Together. Stand for Child Care!  Presenters: <b>Jeannie Jeffries</b> , Senior Manager of Membership, Child Care Aware® of America <b>Lydia Omoaregba</b> , Member Support Specialist, Child Care Aware® of America <b>Nicole Higa</b> , Professional Development Manager and Manager with PATCH HI <b>Kim Perrelli</b> , Executive Director, Child Care Resources, New Jersey

**2:30PM - 3:15PM**

**Peer Partner Program Meet & Greet (Invitation Only)**

Location: Salon F/G

Join us for a kick-off of the Peer Partner Program! All participants will have the opportunity to meet their peer partner or group. This session will include an overview of the program and tips on how to continue your connection during Symposium.

Presenters:

**Jeannie Jeffries**, Senior Manager of Membership, Child Care Aware® of America  
**Lydia Omoaregba**, Member Support Specialist, Child Care Aware® of America

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

**Break with Exhibitors**

Location: Grand Foyer

Enjoy a coffee break while you visit with exhibitors to learn all about the products and services they have to offer.

Sponsored by:



**3:45PM - 5:45PM**

**Prepare for Advocacy Day**

Location: Grand Ballroom ABCHJK

During this session, advocates will hear from CCAoA staff about the current federal landscape, messaging for advocacy in 2023, and begin to assemble their agendas for successful meetings with their lawmakers.

Presenters:

**Elise Cranston**, Director of Advocacy, Child Care Aware® of America  
**Christina Koch**, Federal Policy Analyst, Child Care Aware® of America



**6PM - 7:15PM**

★ WELCOME AND OPENING PLENARY

**Championing Child Care:  
The Gold Standard for Supporting Families**

Location: Grand Ballroom ABCHJK

A discussion around developing a blueprint for parental care that creates a web of systemic change by using sports as a demonstration to effect change.

Presenters:

**Alysia Montañó**, USA Olympian, Entrepreneur, Community Builder,  
President & CEO of &Mother

**Brennan Grignon**, Founder, 5M Strategies

**Michelle McCready**, Interim Chief Executive Officer, Child Care Aware® of America



**7:30PM - 8:30PM**

**Welcome Reception**

Location: Sky View





<b>8AM - 5:30PM</b>	<b>Registration/Information Desk Open</b> Location: Grand Foyer
<b>8AM - 9AM</b>	<b>Breakfast</b> <span style="float: right;">🍴</span> Location: Grand Ballroom ABCHJK
<b>9AM - 5:30PM</b>	<b>Exhibits Open</b> Location: Grand Foyer

**9AM - 9:30AM**

**Annual Meeting**

Location: Grand Ballroom ABCHJK

Join Child Care Aware of America Interim CEO Michelle McCready and CCAoA Board President Renée Boynton-Jarrett as they share an update on the state of the organization and introduce members of our strategic plan Parent Accountability Group.

Presenters:

**Michelle McCready**, *Interim Chief Executive Officer, Child Care Aware® of America*

**Renée Boynton-Jarrett, M.D., Sc.D.**, *Pediatrician, Social Epidemiologist and Associate Professor, Boston University School of Medicine*

**9:30AM - 10:30AM**

★ MORNING PLENARY

**We're All in This Together:  
Strengthening Civilian and Military Child Care Systems**

Location: Grand Ballroom ABCHJK

Patricia Barron will describe how the Department of Defense approaches child care and how civilian and military child care systems are interrelated. She will focus on strategies we can implement to work together to improve much-needed access to child care for all families.

Presenters:

**Patricia Barron**, *Deputy Assistant Secretary of Defense for Military Community and Family Policy*



**10:30AM - 11AM**

**Break with Exhibitors**

Location: Grand Foyer

Enjoy a coffee break while you visit with exhibitors to learn all about the products and services they have to offer.

Sponsored by:





**11AM - 12:15PM****Concurrent Sessions****Amplify Your Outreach:  
Successful Strategies to Build Capacity**

Location: Salon D/E

In 2022, the W.K. Kellogg Foundation generously provided CCAoA with funding to invest in state efforts to build capacity for outreach and educational activity around policies providing federal relief and sustainable, long-term investments in child care that support all children, families and providers.

In this session, recipients from four of the funded states, representing a range of program sizes, advocacy experience and political climates, will share their work to:

- Create outreach and education efforts to implement policies that support long-term change for all families, children and providers
- Include and amplify the voices of families and providers
- Address inequities within the child care system, with a first-order priority on addressing issues of racial equity
- Develop and increase the capacity of child care professionals to engage in outreach and education
- Share initial outcomes, lessons learned and tips for how you can do advocacy work in your own state or community

Presenters:

**Ann McCully**, Executive Director, Child Care Aware® of Minnesota**Nikki Graf**, Diversity and Advocacy Coordinator, Child Care Aware® of Minnesota**Robin Phillips**, CEO, Child Care Aware® of Missouri**Meghan Ballenger**, Executive Director, Raise Montana**Ryan Pricco**, Director of Policy and Advocacy, Child Care Aware® of Washington

Moderator:

**Elise Cranston**, Director of Advocacy, Child Care Aware® of America

**11AM - 12:15PM****Concurrent Sessions****Making Child Care Accessible  
with Collaborative Human-Centered Design**

Location: Salon F/G

Of approximately 12.5 million eligible children, only 2 million children are enrolled in child care subsidy programs in the U.S. This lack of subsidy utilization is due in part to complex, fragmented and disconnected early childhood technology systems.

Three national organizations representing systems improvement for social change, child care and governmental digital response have come together to enhance the overall state subsidy onboarding process by improving user experience of early childhood technology systems. Using human-centered design, they are partnering with multidisciplinary state teams of families and child care subsidy and technology system leaders. The four-month engagement is designed to identify, design and test shared solutions.

Presenters will describe how by applying iterative, human-centered design and user research in a collaborative approach, they have co-created feasible peer-informed possibilities to advance early childhood technology systems and improve the family experience in rapidly changing and currently inequitable family and system landscapes.

Presenters:

**Dominic Campbell**, *Georgetown University, Beeck Center for Social Impact and Innovation***Rebecca Heywood**, *U.S. Digital Response***Matthew Henry**, *Chief Information Officer, Child Care Aware® of America*

**11AM - 12:15PM**  
**Concurrent Sessions**

**Beyond the Child Care Search:  
 CCR&Rs as Navigators for Families**

Location: Alexandria

By helping families access high-quality early care and learning programs, the Child Care Resource and Referral (CCR&R) Network helps children get the best possible start for lifelong learning and brighter futures. But child care alone is not enough. Little learners thrive when they are healthy, happy and supported alongside their families. Through a coordinated effort, the state of Indiana has used the two-generational framework to expand CCR&R services beyond child care referrals to include intentional connections to organizations that meet families' needs. Whether these needs are related to health and well-being, social supports or economic assets, CCR&Rs can now help families quickly find the help they need to thrive.

Participants will receive an introduction to our Family Resource Navigator approach. We will share an overview of two-generational principles and lessons learned when building our implementation plan. We will walk participants through the interactive navigator platform and explain the process that CCR&R team members use to assess child and family needs, search for relevant programs and connect families directly to organizations offering needed services.

Presenters:

**Mandy Zimmerman**, Senior Portfolio Director, Early Learning Indiana

**Beth Steward**, Child Care Quality Specialist, Office of Early Childhood and Out-of-School Learning

**Megan Day**, Bilingual Family and Community Engagement Specialist, Child Care Answers



11AM - 12:15PM

## Concurrent Sessions

**Strengthening Children's Health through Child Care:  
A Case Study Review of Mapping CACFP**

Location: Pentagon

The Child and Adult Care Food Program (CACFP) is a federal program that reimburses child care programs for serving nutritious meals and snacks to eligible children in their care. Over the past four years, CCAoA has collaborated with Nemours Children's Health to create GIS story maps for several Nemours state partners participating in Healthy Kids, Healthy Future Technical Assistance Program (HKHF TAP), and state recipients of State Physical Activity and Nutrition (SPAN) funding. State grantees who participated in our GIS Mapping work are perfectly positioned to speak from a policy and data collection standpoint about their experience utilizing their maps and any connected challenges and successes.

Presenters:

**Roshelle Payes**, *Project Director, Early Childhood & Health, Nemours Children's Health*  
**Carolina Alcala**, M.P.H., *Director of Health Planning, Health Council of Southeast Florida*

**Kaitlin Chamberlain**, M.P.H., *Sr. Health Planner & Program Manager, Health Council of Southeast Florida*

**Meghan George-Nichols**, RD, *Quality Improvement/Performance Management Specialist, Nutrition Services Branch, Colorado Department of Public Health and Environment (CDPHE) - CACFP*

**Alex Cooper**, *Geospatial Research Analyst, Child Care Aware® of America*

## Strengthening Your Child Care Program

**Bridging the Talent Challenge: Cost-Effective Recruitment  
and Retention of Staff and Leadership**

Location: Rosslyn

One of the greatest challenges to child care businesses in 2023 is recruitment and retention of talent. From entry-level to leadership, attracting and keeping staff is a challenge that is increasing costs and decreasing the ability of child care providers to care for children.

Drawing upon our work with child care providers and other businesses over the past 14 years, we will describe the near- and long-term challenges around talent, and best practices for recruiting and retaining staff at all levels. Participants will receive actionable, low-cost solutions to these challenges that are used by businesses, nonprofit organizations, or at a systems level.

Presenters:

**Shannon Stagner**, *Senior Associate, Civitas Strategies*

**11AM - 12:15PM****Concurrent Sessions****Using Data to Inform Advocacy Efforts**

Location: McLean

The COVID-19 pandemic forced organizations to collect real-time data in order to understand how the pandemic was affecting various stakeholders and determine the best ways to help them. Data collected during the pandemic helped our child care system get desperately needed funding to avoid total collapse. For example, Action for Children, a CCR&R in Ohio, used data collected during the pandemic to drive advocacy efforts and secure \$30 million in local-controlled investments in child care. Nationally, CCAoA has increased its data collection and analysis efforts in order to meet demand for data from federal policymakers. Presenters will highlight various data collections efforts and lead a discussion on the benefits and challenges of collecting data for advocacy efforts at various levels.

Presenters:

**Eric Karolak**, CEO, Action for Children**Kristina Haynie**, Senior Data Analyst, Child Care Aware® of America**Lucy Recio**, Senior Advisor, Narrative and Movement Building, NAEYC**Cutting-Edge Research****Introducing the National Database of Child Care Prices**

Location: Fairfax


Child care prices in the United States vary substantially based on type of child care provider, quality of care provided, age of children served and geographic location. The National Database of Childcare Prices (NDCP) is a new data source, and the most comprehensive federal source of child care prices at the county level in the United States. The NDCP was developed to fill a need for local-level child care price data, standardized across U.S. states. The NDCP provides county-level data on child care prices by age of children and type of care provider (center- or home-based) across 48 states. This session will provide an overview of the NDCP and how the data were collected; demonstrate how the data can be accessed in various formats; showcase interactive maps highlighting child care prices and prices as a share of family income at the county level; and provide an overview of initial uses and research findings from the data, including how child care prices affect maternal employment. The session will offer information for audience members wishing to conduct original research with the NDCP, as well as those who are interested in using existing maps and research without requiring a technical background.

Presenters:

**Mark deWolf**, Branch Chief of Quantitative Research, Women's Bureau, U.S. Department of Labor**12:30PM - 2PM****Networking Lunch**

Location: Grand Ballroom ABCHJK



<p><b>2PM - 2:30PM</b></p>	<p><b>Break with Exhibitors</b> </p> <p>Location: Grand Foyer</p> <p>Enjoy a snack break while you visit with exhibitors to learn all about the products and services they have to offer.</p>
<p><b>2:30PM - 3:45PM</b></p> <p><b>Concurrent Sessions</b></p>	<div data-bbox="1271 422 1515 457" style="background-color: #c00000; color: white; padding: 2px; text-align: right; font-weight: bold;">Stand for Child Care</div> <p><b>Getting What We Need for our Child Care System: A Lesson in Local, Grassroots Advocacy</b></p> <p>Location: Salon D/E</p> <p>Our team advocates passionately and regularly for child care at the city, county and state levels. We know that showing our face or using our voice is the way to get decision makers’ attention. We will share best practices of how to find your key issues, including budgeting resources for child care, support for early education providers, resources for our professionals in training, support for families who need subsidies or have additional care needs. Learn how to choose the right issue to focus on, how to make your message succinct and clear, and how to achieve your goal. We will also share funny stories of our advocacy snafus so participants can learn from our mistakes. We want everyone to feel confident and comfortable going out to advocate for a high-quality, accessible, affordable and equitable child care system, which we all deserve.</p> <p>Presenters:</p> <p><b>Gina Fromer</b>, CEO, Children’s Council of San Francisco  <b>Naeemah Charles</b>, Senior Public Policy Director, Children’s Council of San Francisco  <b>Maria Luz Torre</b>, Parent Voices Coordinator</p> <div data-bbox="1138 1287 1515 1323" style="background-color: #e67e22; color: white; padding: 2px; text-align: right; font-weight: bold;">Elevating the Child Care System</div> <p><b>Equity Check: How to Create and Use an Equity Toolkit to Make Decisions</b></p> <p>Location: Salon F/G</p> <p>Much like a fact check, organizations need to make an equity check to ensure they are making equitable decisions and creating equitable outcomes. “Use an equity lens” is a common term we hear when making decisions or creating new projects, but what does that mean? Nikki Graf set out to answer that question. Join her in learning about building a foundation of diversity, equity and inclusion within your organization. Participants will discover how to create and implement an Equity Toolkit to make equitable decisions and achieve equitable outcomes.</p> <p>Presenters:</p> <p><b>Nikki Graf</b>, Equity and Advocacy Coordinator, Child Care Aware® of Minnesota</p>



**2:30PM - 3:45PM**  
**Concurrent Sessions**

## **What Does Quality Look Like in Nontraditional Hours Care?**

Location: Alexandria

Many young children need child care in the evenings and/or weekends while their parents work nontraditional-hour (NTH) schedules. A growing body of research is attending to the various characteristics of programs that provide NTH child care, the potential demand for such care, and how families needing NTH care address gaps in child care. The presenters will describe three research studies, each dedicated to examining a different aspect of NTH care, followed by a facilitated discussion with session participants regarding NTH care access and, in particular, quality. The guiding questions for the discussion will include: What does quality look like in NTH care? What do families need/want from NTH care? The session will be grounded in research, but the focus will be on engaging attendees in the co-creation of implications and next steps for child care research on NTH care.

Presenters:

**Clare Waterman**, *Senior Director of Research, Child Care Aware® of America*

**Gina Adams**, *Senior Fellow, Urban Institute*

**Cary Lou**, *Research Associate, Urban Institute*

**Kristina Haynie**, *Senior Data Analyst, Child Care Aware® of America*



**2:30PM - 3:45PM****Concurrent Sessions****Elevating the Voices of Early Learning Educators to Ensure Equitable Access for Children with Disabilities**

Location: Pentagon

Children with disabilities are expelled at a significantly higher rate than children without disabilities, and there is an increase in the number of children in early learning settings in need of individualized support. As an increased focus on infant and early childhood mental health enters the early learning landscape, there is an opportunity to create consultation and training models that better meet the needs of early learning educators and children with disabilities. Building on 50-plus years of experience with inclusive early learning, Northwest Center Kids launched a consultation and training program in 2018, positioning the educator as the expert and empowering early learning programs to provide high-quality inclusive settings that support the needs of all children.

After an introduction on outcomes that demonstrate the value and success of elevating educator voices when developing IECMH services, participants will examine current consultation and training supports offered to birth-to-5 educators, and brainstorm solutions for elevating practitioner voices to ensure children with disabilities and challenging behaviors are successfully included in the classroom and community.

Participants will learn about the challenges facing educators in meeting the diverse needs of their students, understand the importance of elevating provider voices in system and policy changes, and learn tangible ways to enhance current coaching models to meet the needs of children with disabilities.

Presenters:

**Amy Bender**, *Director IMPACT, Northwest Center Kids***Laura Kneedler**, *Chief Education and Therapy Officer, Northwest Center Kids*

**2:30PM - 3:45PM**  
**Concurrent Sessions**

**It is Our Business:  
 Innovative Practices that Spark Business Engagement**

Location: Fairfax

This session will cover how CCR&Rs and other intermediaries actively engage and provide outreach to businesses. Learn how CCR&Rs have identified and partnered with businesses to support their workforce and reach families in underserved communities. Engage in conversation to discover the trends and needs for elevating child care in the workforce and review new supporting resources from CCAoA. Walk away with a minimum of three strategies to incorporate or consider embedding in their program services to help inform practice and/or advocacy efforts with business leaders and the business community.

Presenters:

**Aedra Jones**, *Early Care and Education Specialist, Child Care Aware® of America*

**Kandi Novak**, *Technical Assistance Specialist, Child Care Aware® of America*

**Victoria Matney**, *Executive Director, The Child Care Resource Network*

**Deb Huestis**, *Provider Support Specialist, Family Connections Montana*

**The Momentum is Real:  
 Implementation Progress on the Unifying Framework for  
 the Early Childhood Education Profession**

Location: McLean

The Unifying Framework for the Early Childhood Education Profession, released in March 2020, represents a vision for an early childhood education profession with distinct educator designations and roles, aligned preparation pathways, professional compensation and supportive infrastructure. Such bold transformation requires thoughtful implementation and intentional investments over time, and several states and partners have already taken steps to begin advancing the recommendations.

This working session will provide timely updates on state- and national-level efforts to implement elements of the Unifying Framework, including the work of the Commission on Professional Excellence in Early Childhood Education, adoption of the “Professional Standards and Competencies for Early Childhood Educators” among states, and state initiatives to establish professional educator licensure and increase compensation. Participants will also be asked to consider the opportunities and challenges in their own states as they relate to implementing the recommendations in the Unifying Framework.

Presenters:

**Mary Harrill**, *Senior Director, Higher Education Accreditation, National Association for the Education of Young Children*

**Brandi King**, *Deputy Chief of Programs, Child Care Aware® of America*

**2:30PM - 3:45PM**  
**Concurrent Sessions**

**Active Play! A Stress Reliever for Pandemic Blues that Promotes Young Children’s Overall Wellbeing**

Location: Rosslyn

People everywhere, including young children in care, experienced increased stress over the past few years due to the pandemic. One antidote for young children’s stress is to engage them in active play so they can experience the restorative power of joyful physical activity. Yet many early care and education (ECE) practitioners may be unsure what physical activities can take place in small spaces with minimal supplies.

Participants in this session will learn a plethora of developmentally appropriate physical activities that can be played in home-based and center-based ECE programs. These inclusive physical activities require only inexpensive, readily available supplies, and are easy to lead with toddler and preschool children in care. Play these activities in playrooms, classrooms and on playgrounds. These practical activities are fun and stress busting - for adults and children alike. Lead these activities with the children in your care and share them with the ECE practitioners you support. View videos of young children playing these fun activities and try a few, too!

Presenters:

**Diane H. Craft**, *Early Childhood Physical Activity Consultant Professor Emerita, Physical Education Department, SUNY Cortland*

**4PM - 5PM**

**Advocacy Day Prep Session**

Location: Grand Ballroom ABCHJK

During this final prep session, advocates will hear about the best ways to engage with congressional offices and finalize their plans. Advocates will also receive more information about the logistics of their meetings and final notes for the next day.

Presenters:

**Elise Cranston**, *Director of Advocacy, Child Care Aware® of America*  
**Christina Koch**, *Federal Policy Analyst, Child Care Aware® of America*

**5PM - 5:30PM**

**Break with Exhibitors**

Location: Grand Foyer

Enjoy a refreshment break while you visit with exhibitors to learn all about the products and services they have to offer.

Sponsored by:



5:30PM - 6:30PM

★ PLENARY

**Standing Up for Family Child Care: National Perspectives**

Location: Grand Ballroom ABCHJK

The pandemic has exposed longstanding problems and inequities resulting in a significant decrease in the number of family child care providers and an overwhelming emphasis on the need for supports for self-care and wellness. Hear from national experts on the investments being made to support the recruitment/retention of home-based child care providers, hear what trends they are seeing to meet the needs of this essential workforce and how we can elevate providers' voices in our collective advocacy efforts to impact change.

Presenters:

**Jessica Sager**, *Co-Founder & CEO, All Our Kin*

**Erica Phillips**, *Executive Director, National Association for Family Child Care*

**Samantha Melvin**, *Assistant Research Professor, Erikson Institute*

**Natalie Renew**, *Executive Director, Home Grown*

**Cynthia Davis**, *Family Child Care Teacher, Kings & Queens Child Care Center*


Facilitator:

**Tracy Vergason**, *Director of Child Care Systems Building, Child Care Aware® of America*







<b>7AM - 10AM</b>	<b>Registration/Information Desk Open</b> Location: Grand Foyer
<b>7AM - 9AM</b>	<b>Exhibits Open</b> Location: Grand Foyer
<b>8AM - 9AM</b>	<b>Breakfast</b>  Location: Grand Ballroom ABCHJK
<b>9AM - 5PM</b>	<b>Advocacy Day</b> Symposium participants will meet with their elected officials' offices on Capitol Hill in groups with others from the same state to share critical on-the-ground perspectives from the child care field that will help inform future investments in federal child care funding.
<b>2PM - 5PM</b>	<b>Advocacy Day Snack Break</b> Location: Grand Foyer
<b>3PM - 5PM</b>	<b>Registration/Information Desk Open</b> Location: Grand Foyer





<b>7AM - 11:30AM</b>	<b>Registration/Information Desk Open</b> Location: Grand Foyer
<b>7:30AM - 8:30AM</b>	<b>Breakfast</b> <span style="float: right;">YF</span> Location: Grand Ballroom ABCHJK
<b>8AM - 11:30AM</b>	<b>Exhibits Open</b> Location: Grand Foyer

**8:30AM - 9:30AM**

★ **PLENARY**

**Early Care and Education: Addressing Issues of Equity, Privilege and Power**

Location: Grand Ballroom ABCHJK

From the very beginnings of our field, the early care and education workforce has been a historically exploited labor group. Therefore, it shouldn't be a surprise that issues of inequity are deeply embedded in our work. Hear thoughts about how we move toward a more equitable industry for our children, families and early childhood professionals.

Presenters:

**Dr. Walter Gilliam**, Executive Director, Buffett Early Childhood Institute at the University of Nebraska



**9:30AM - 10AM**

**Break with Exhibitors**

Location: Grand Foyer

Enjoy a coffee break while you visit with exhibitors to learn all about the products and services they have to offer.

Sponsored by:



10AM - 11:15AM

## Concurrent Sessions

**Centering Black Children, Families and the ECE Workforce: An Unapologetic Call To Action**

Location: Salon D/E

Black Californians United for Early Care and Education (BlackECE) was founded in 2022 to end the exclusion of the lived experiences of Black Californians in ECE policy making and resource allocation. Our education system was founded on racial hierarchies and social constructs that underserve and underrepresent people of African descent. As a result of historically deficit-minded policies, the ECE system is steeped in anti-Black beliefs and practices, thus reproducing racialized harm in policies and programs.

Presenters:

**Keisha Nzewi**, *Woman in Charge, Black Californians United for Early Care and Education*  
**Patrick MacFarlane**, *Government Relations Manager, Child Care Resource Center*  
**Justin Blakely**, *Public Policy Associate, Crystal Stairs, Inc.*

**Taking Care of Business: CCR&R Resources & Supports**

Location: Salon F/G

This interactive session will introduce new and existing resources developed by CCAoA within the Business Supports Companion Guide for CCR&Rs. Participants will utilize this informative resource and share their experiences providing business practices to the early childhood workforce. Trends and needs of the field will be discussed to help inform future work for all. Additionally, how to relay the importance and value of business management supports to policymakers, funders and others investing in child care will be discussed.

Participants will:

- Be introduced to new resources from CCAoA that may support their work in providing training and technical assistance on business management practices for their CCR&R staff and the child care workforce.
- Have an opportunity to actively engage with other CCR&Rs and other intermediaries to discuss what programming they provide to support child care programs with their business management practices and how these new resources may support that.
- Discuss the value of needed supports and resources to improve existing business practices within child care settings and how to relay the importance to policymakers, funders and others investing in child care.

Presenters:

**Aedra Jones**, *Early Care and Education Specialist, Child Care Aware® of America*  
**Diane Girouard**, *State Policy Senior Analyst, Child Care Aware® of America*

## 10AM - 11:15AM

### Concurrent Sessions

### Considering School-Age Children Within the Child Care Space: A Review of Existing Data and Knowledge Gaps

Location: Alexandria

Children of all ages – from infants through school-age – need safe, nurturing and enriching care environments in order to thrive. Parents rely on having access to these environments so they can work, attend job training programs or participate in higher education. The need for safe, quality care does not end when children start kindergarten, yet research has long focused on identifying and responding to the child care needs of very young children, while fewer studies have examined how access, needs and quality efforts evolve as children transition into school age and remain involved in child care through afterschool and summer care programs. This session will provide an overview of what we know about the needs of school-age children and the providers who serve them, and the knowledge gaps that remain. Participants will leave with an enhanced understanding of the importance of attending to the needs of school-age children and their families, who make up nearly half of all children served through federal child care subsidies. Presenters will share school-age-relevant findings from data sources including CCDF enrollment data, CCDF state plans, and the National Survey of Early Care and Education, and engage participants in a discussion about how their work intersects with the school-age population and additional issues that should be addressed in future research.

Presenters:

**Heidi Rosenberg**, *Senior Research Scientist, Education Development Center*

**Zakia Redd**, *Program Area Director, Youth Development, Poverty, and Inequality, Child Trends*

**Pamala A. Trivedi**, *Research Associate Professor of Pediatrics, Georgetown University Center for Child and Human Development*



## 10AM - 11:15AM

### Concurrent Sessions

#### Technical Assistance Innovation: Maine's First Pod Model Child Care

Location: Pentagon

This interactive session will highlight an innovative technical assistance project created to provide equitable, inclusive child care options for the New Mainer Angolan community in Lewiston, Maine. Happy Little Paradise Child Care Cooperative was created utilizing a POD model (multiple small facility or family child care licenses under one roof), with a goal to increase culturally and linguistically inclusive child care options.

Attendees in this session will learn about the process of technical assistance through the Maine Roads to Quality Professional Development Network, and how it was adapted by Maine's University Center for Community Inclusion and Disability Studies to pivot and more fully meet the unique and diverse perspective of Angolan participants opening child care businesses. The group worked in a community of practice (CoP) structure. CoP time was devoted to community building, active listening and reflection, building connections to required systemic agencies to build access and remove barriers to success. Attendees will also learn about gaps that were discovered and creative solutions that were created for systemic partners in the journey to actively honor and follow the lead of the Angolan communities.

Presenters:

**Marnie Morneault**, *Statewide DEIJB Coordinator/Research Associate, University of Maine Center for Community Inclusion and Disability Studies*

**Tammy Dwyer**, *District Early Childhood and Youth Coordinator, Maine Roads to Quality Professional Development Network*

#### The State of Quality Interactions in Early Childhood Education: Where We Are and Where We Can Go

Location: Rosslyn

After analyzing 15,000 daylong audio recordings, LENA has a clearer picture of educator-child interaction in early education than ever thought possible. In this cafe-style presentation, LENA will first present its groundbreaking data about the state of interaction in early education and then Ohio Child Care Resource and Referral Association will tell the story of how using LENA Grow has supported more equitable interaction and educator satisfaction. Attendees will then spend time in a cafe table experience rotating to different discussion questions. Attendees will:

- Learn about the state of educator-child interactions in early childhood settings
- Hear how Ohio has been using LENA Grow to support quality equitable interactions that support overall quality of child care.
- Learn from colleagues about current initiatives, tools, programs and investments that support quality adult-child interactions.
- Discover ideas to bring back to their state/programs that focus on quality interactions that lead to positive outcomes for educators and children.

Presenters:

**Jodi Whiteman**, *Director of Partnerships and Growth, LENA*

**Todd Barnhouse**, *CEO, Ohio Child Care Resource and Referral Association*

## 10AM - 11:15AM

### Concurrent Sessions

### Nurturing Homes Initiative Celebrates the Return of Strengthening Unlicensed Family Child Care in Mississippi

Location: McLean

Quality child care is crucial in promoting healthy growth and development in young children. Training, support and technical assistance must be provided to child care providers to enhance learning opportunities for young children. Data reveals significant gains in the quality of child care due to intensive and consistent technical assistance for unlicensed in-home family child care providers through the Nurturing Homes Initiative (NHI) project. In this session, participants will gain an understanding of NHI and what technical assistance and support looks like within our project. Participants will look at the impact that NHI had on strengthening unlicensed family child care in Mississippi for 17 years through technical assistance, improving the learning environment and delivering research-based information, and our plans to continue this service. Participants will have an opportunity to experience first-hand how training and the technical assistance process takes place while working with unlicensed in-home family child care providers. Participants will also learn strategies and various ways to incorporate best practices into unlicensed family child care environments. In March 2022, the Nurturing Home Initiative grant was reinstated. Participants will learn how we are reconnecting and rebuilding this essential service for our unlicensed family child care providers and have an opportunity to share what family child care looks like in their state.

Presenters:

**Kelly Carmody**, *Project Director, Nurturing Homes Initiative*

**Mary Hannah Mills**, *Project Manager, Nurturing Homes Initiative*

**Tara Dickerson**, *Project Director, Mississippi Child Care Resource and Referral*

### Strengthening Your Child Care Program

### Universal Program Practices Model: Lessons from an Inclusion Preschool

Location: Fairfax

What would it be like if all classrooms in your program engaged in consistent routines, language and behavioral strategies? In this workshop, learn about the Universal Program Practices model in place at the National Child Research Center, an inclusion preschool. At NCRC, all 10 of our classrooms approach classroom routines, language and behavioral support in the same way. This shared infrastructure provides children with stability and continuity from year-to-year. Because of this clarity and familiarity, routines are more efficient, transition time is minimized, and student capacity is enhanced.

In this workshop, participants will hear about this model, and through a mix of small and whole-group conversation, determine where they might implement universal practice.

Presenters:

**Francesca Gallozzi**, *Assistant Head of School, National Child Research Center*



**11:30AM - 12:30PM**

★ **CLOSING PLENARY**

**Stories of Resistance: Learning from Black Women in Early Care and Education**

Location: Grand Ballroom ABCHJK

Hear from the authors of *Stories of Resistance: Learning from Black Women in Early Care and Education* and learn about their experiences navigating early childhood leadership. Their stories will inspire you in your own journey and provide ideas for how you can support your colleagues in their leadership journey.

Presenters:

**Alissa Mwenelupembe**, Author

**Kelly Ramsey**, CEO of *Developing People, Inc.*

**Brandy James**, Director of Community Education at the University of Arizona  
Sonoran Center for Excellence in Disabilities

**Jerletha McDonald**, National Family Child Care Consultant



**12:30PM**

**Symposium Concludes**



# Exhibit Schedule

Location: Grand Foyer

<b>May 7</b>	Noon - 6PM	<b>May 9</b>	7AM - 9AM
<b>May 8</b>	9AM - 5:30PM	<b>May 10</b>	8AM - 11:30AM

## Breaks with Exhibitors

<b>May 7</b>	2:30PM - 3:30PM
<b>May 8</b>	10:30AM - 11AM, 2PM - 2:30PM, 5PM - 5:30PM
<b>May 10</b>	9:30AM - 10AM

## Exhibitor Set Up/Move-In:

<b>May 7</b>	8AM - Noon
--------------	------------

## Exhibitor Move-Out:

<b>May 10</b>	11:30AM - 12:30PM
---------------	-------------------

## Enter to Win \$250!

### Complete Your CCAoA Exhibitor Passport

by 5:15 PM on Monday, May 8

Exhibitors will sign an attendees' "passport" after visiting participating exhibitors and answering a question posted on the exhibitor table. Attendees must visit all participating exhibitors in order to be eligible for the \$250 grand prize drawing.

The \$250 prize will be raffled off on Monday, May 8, during the 5:30PM Plenary session.



*\*CCAoA is an equity-driven, inclusive organization, and encourages the exchange of diverse opinions. The ideas and opinions presented by external organizations at CCAoA events or in any external documentation do not necessarily reflect CCAoA's official position. CCAoA assumes no responsibility for any statement of fact or opinion presented at our events. CCAoA does not necessarily endorse the products or services of any event advertiser, exhibitor or sponsor.*

# 2023 Board of Directors

## BOARD OFFICERS

### President

**Renée Boynton-Jarrett, M.D., Sc.D.,**  
*Pediatrician, Social Epidemiologist  
and Associate Professor,  
Boston University School of Medicine*

### Vice President

**Encarni Gallardo, MBA,**  
*Executive Director,  
Children's Service Society*

### Treasurer

**Laurie Tarpey, CPA,**  
*Executive Coach and Consultant*

### Secretary

**Dan Harris,**  
*Executive Director,  
Illinois Network of Child Care Resource and Referral Agencies*

### Past President

**Taran Schneider,**  
*Executive Director,  
Healthy Child Care Colorado*

## BOARD MEMBERS

**Barbara A. Thompson,**  
*Former Director,  
Office of Family Readiness Policy within the Office of  
the Deputy Assistant Secretary of Defense for Military  
Community and Family Policy*

**Beverly Lynn, Ed. D.,**  
*Former Chief Executive Officer,  
Programs for Parents, Inc.*

**Catherine Lester,**  
*Associate Director,  
Annie E. Casey Foundation*

**Dannette Smith, MSW,**  
*Chief Executive Officer,  
Department of Health and Human Services,  
State of Nebraska*

**Fannie Glover,**  
*Senior Director of Equity & Inclusion,  
Early Care and Learning Council*

**Junlei Li,**  
*Senior Lecturer,  
Harvard Graduate School of Education*

**Kelvin Chan, Ph.D, MTS, MPH,**  
*Managing Director,  
Robin Hood*

**Meredith Lozar,**  
*Vice President, Military & Veterans Affairs,  
JP Morgan Chase & Co*

**Patina Park (Mnicoujou Lakota-Cheyenne River),**  
*Executive Director,  
Tribal State Relations Office of Minnesota Governor  
Tim Walz and Lieutenant Governor Peggy Flanagan*

**Robyn Lopez Melton,**  
*Director,  
Center on Early Learning and Youth Development at  
The Research Institute at Western Oregon University*

**Sandy Maldonado, M.ED.,**  
*Director of Early Learning,  
Child Care Aware® of Washington*

**Stephanie Berglund, MSW,**  
*Chief Executive Officer,  
thread*

**Steven McCullough,**  
*Chief Operating and Equity Officer,  
National Office of Communities In Schools*

**Terri Helms, MA,**  
*Program Director,  
Child Care Aware® of West Central Arkansas*

# Thank You to Our Champion Members

## ORGANIZATIONAL CHAMPION MEMBERS

ABC - Coffeyville's Christian Preschool & Childcare, LLC  
Action for Children  
Arco Iris Bilingual Children's Center  
Asociación de Servicios a la Niñez (ASENI)  
Birdsall House  
Burlington Community Action Partnership, Inc.  
Central Valley Children's Services Network  
Child & Family Resource, Inc.  
Child Care Action Council  
Child Care Answers  
Child Care Aware® of Kansas  
Child Care Aware® of Minnesota  
Child Care Aware® of New Hampshire  
Child Care Aware® of Northwest Arkansas  
Child Care Aware® of Washington  
Child Care Connections, Inc.  
Child Care Resource Center (NC) - Work Family Resource Center  
Child Care Resource Center, Inc. (OH)  
Child Care Resource Center, Inc. (CA)  
Child Care Resources (WA)  
Child Development Council  
Children & Families First  
Children's Lighthouse at WoodCreek  
Children's Resource Center  
Claire Bear Foundation  
Community Action - CCR&R  
Community Service Council of Tulsa  
County of Maui  
Early Education and Care Connections, Inc.  
Education Station Academy  
Family Enrichment Newtork, Inc.  
Frog Street  
Grow In Peace Child Care Center  
Harvard Park Children's Learning Center North  
Hyer Street Preschool  
Illinois Network of CCR&R Agencies  
Jitter Bugs Preschool and Daycare  
Joyful Tots Childcare and Learning Center  
Kids Comprehensive Services, LLC  
Lakes & Prairies Community Action Partnership (CAPLP)  
Lane Community College Quality Care Connections  
Henry County Child Care Network  
Little Blossoms Childcare  
Little Moon Child Care  
Little Playschool  
Milestones  
National Child Care Association  
North Carolina Child Care Resource & Referral Council  
Oklahoma Partnership for School Readiness  
Patchwork Terrace Montessori Community  
Pathways Los Angeles  
Programs for Parents  
Quality Care for Children  
Rhode Island Association for the Education of Young Children  
South East Education Cooperative  
Stepping Stones Learning Center of Littleton  
The Academy of Early Learning  
The Butterfly House  
The Child Care Resource Network  
The Childcare Network  
The Children's Cabinet, Inc.  
The Family Conservancy  
The Oaks Children's Academy  
The Right Turn, Inc.  
The Southeast Alaska Association for the Education of Young Children (AEYC)  
Tina's Tender Love & Care Daycare  
United Community Action Partnership  
Western Oregon University  
Women's Business Development Council (WBDC)

## INDIVIDUAL CHAMPION MEMBERS

Melissa Colagrosso  
Gerald Croan  
Joelee Hoover  
Susan Gale Perry  
Stephen Rohde  
Taran Schneider  
Leah Spruill  
Coleen Stevens Porcher  
Shannon Tremblay  
Brionnea Williams-McClary

Thank You  
to Our

# Sponsors



ALL OUR KIN



THE ANNIE E. CASEY  
FOUNDATION



Branagh  
Group



CLASSWALLET



W.K.  
KELLOGG  
FOUNDATION





Helping organizations thrive

# CIVITAS STRATEGIES

Since our founding in 2009, Civitas Strategies has been supporting businesses and community-based organizations so children and families can thrive.

Over the past three years, our work with child care businesses and systems has deepened and expanded, bringing stabilization, then sustainability to providers across the country. Now, we have contributed to child care business supports in over 20 states, helped leverage hundred of millions of dollars in stimulus funding, shared best business practices with thousands via trainings and webinars, and, based on available data, are directly training and coaching more providers and child care business coaches than any other organization.

Most recently, we were honored to be selected by Tom Copeland to continue his legacy of work and contribution to tens of thousands of family providers via his site, blog, and service of answering business questions freely.

Our business coaching systems, capacity-building training, and business operations resources are:

- ▲ **RESPONSIVE** to the ever-changing needs of business owners, system leaders, and the environment;
- ▲ **ACCESSIBLE**, easy-to-understand, and open source; and
- ▲ **ACTIONABLE** by providing tangible solutions that can be immediately implemented.

*Learn more about our services, our team, and our resources on our website. Reach out to us for more information about how we can work with you to support your communities.*



[WWW.CIVSTRAT.COM](http://WWW.CIVSTRAT.COM)



# CDA® NOW, CDA® FOR THE FUTURE!

Are you ready to make a difference in ECE today? The Child Development Associate® Credential™ is your ECE pathway to success.

[Discover the CDA](#)



# 2023 LEADERSHIP INSTITUTE

October 18-20 | Chicago, IL  
[childcareaware.org/events](http://childcareaware.org/events)

# We are Enquizit

Enquizit is an 8(a) company that provides human-centered design-aligned technology solutions to higher education, public sector, and nonprofit organizations. Specializing in delivering cloud solutions, We are an **AWS Premier Consulting Partner**, Trusted Government Partner, and Authorized Reseller, with Migration, DevOps, Government, Nonprofit, and Education Competencies.

Our flagship cloud migration tool named **SkyMap™** uses AWS artificial intelligence and machine learning to determine optimized paths to the cloud with less risk, in order to swiftly move large datacenters to the cloud.

Call us to find out what we can do for you and your organization.

**SkyMap™** Cloud migrations, the right way up



US 703.794.5200 CA 647.243.3790

[www.enquizit.com](http://www.enquizit.com)

# &mother

Dedicated to breaking the barriers that limit a woman's choice to pursue and thrive in both career and motherhood.



[andmother.org](http://andmother.org)



In Partnership with the Authors of the Environment Rating Scales

## TWO PRODUCTS, ONE GOAL — CONTINUOUS QUALITY IMPROVEMENT



### Individualized professional development aligned with the Environment Ratings Scales

- Demonstrates what quality looks like in practice
- Provides opportunities to learn, reflect, and improve
- Builds on existing strengths
- Empowers educators to make changes
- Available in English and Spanish
- Includes CDA training hours



### Accurate and reliable scoring of the Environment Rating Scales

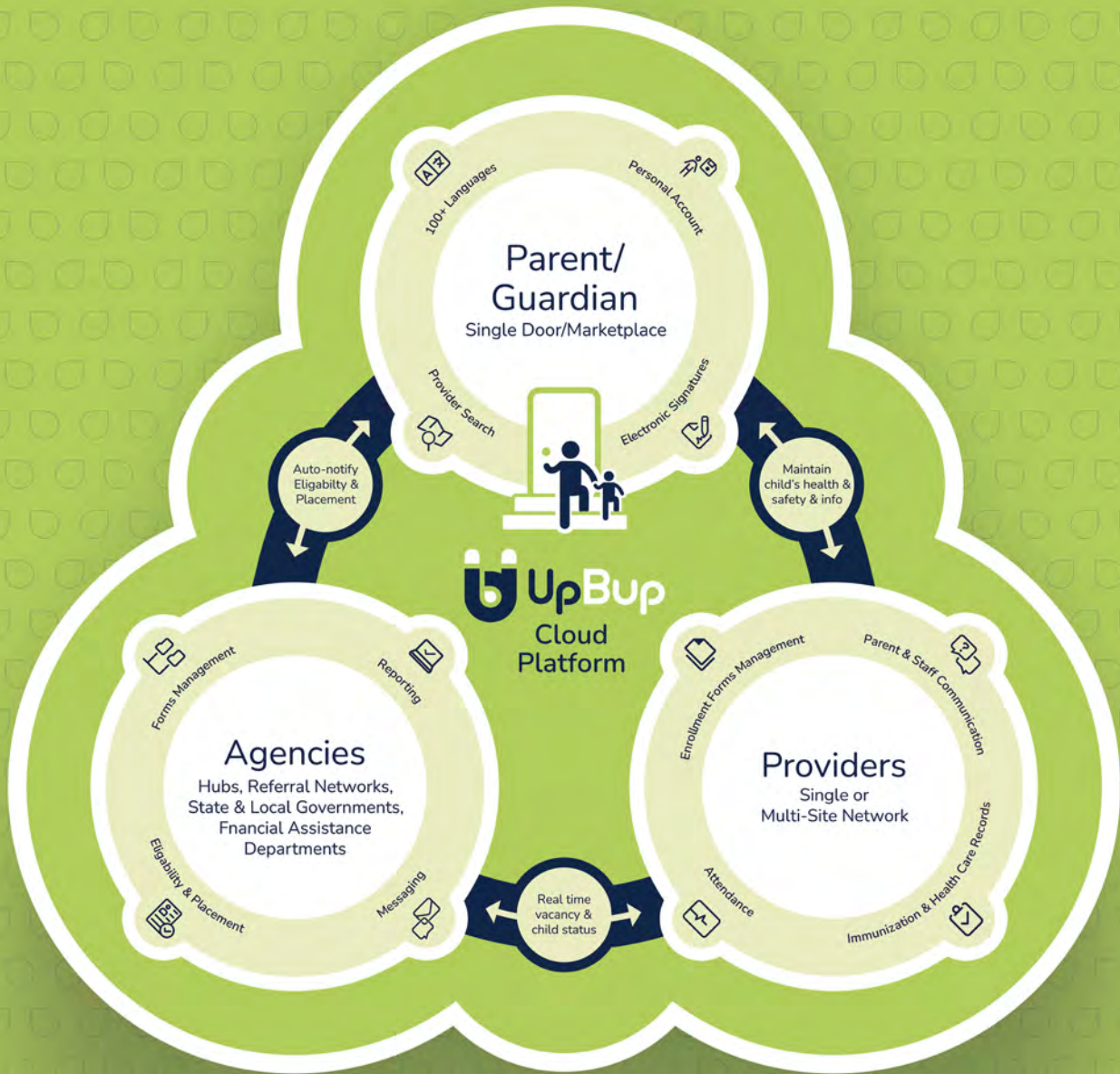
- Calculates item, sub-scale, and overall scores automatically
- Reflects the most recent notes for clarification from the authors
- Includes data-driven analysis tools to identify trends across programs
- Utilizes CQI reporting to empower providers and directors
- Leverages assessments as learning tools to promote individualized professional development

ERS® and Environment Rating Scale® are registered trademarks of Teachers College, Columbia University



# UpBup

Come to talk to us about our Coordinated Enrollment platform that removes barriers for parents. UpBup enables parents to apply for financial assistance and to submit licensing/compliance enrollment forms in a single platform.



Come talk to us in the Grand Foyer



hello@upbup.com



(781) 591-0904



www.upbup.com

Learn more about coordinated enrollment.  
Scan to visit UpBup.com

