WELCOME TO CCAoA’S 2022 SYMPOSIUM

I’m thrilled to welcome you to Child Care Aware® of America’s 2022 Symposium, our first in-person event in over two years! This event brings together Child Care Resource and Referral professionals, child care providers, parents, policymakers, funders and the business community to share powerful stories, tackle complex issues, and engage in field and professional capacity building.

The theme of this year’s symposium is Unite, Disrupt, Transform because we are uniting to strategize how to disrupt the status quo of a broken child care system, and how to transform U.S. child care into the world-class system that our families, providers and communities deserve.

The Symposium, and all of CCAoA’s work, is centered in equity and social justice to further our mission “to advance a child care system that effectively serves all children and families.”

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

Lynette M. Fraga, Ph.D.
Chief Executive Officer
Child Care Aware® of America

CONTENT TRACKS

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

INNOVATIVE PROGRAMS AND PRACTICES
This track will share innovative strategies that are being utilized to transform the child care system.

TRANSFORMING CHILD CARE THROUGH DATA, RESEARCH AND POLICY
This track will explore ways child care advocates can utilize data and research to impact policies to transform the child care system.

THE BUSINESS OF CHILD CARE
This track will share ways that we can positively impact child care with business practices.

TRANSFORMING CHILD CARE INTO AN EQUITABLE SYSTEM
This track will explore the ways that we can ensure that a transformed child care system is an equitable system for all children and families.
**Schedule At a Glance**

**01 MAY**

- **SUN**
  - 8:30AM - 11:30AM: Board Meeting (Closed Meeting)
  - 8:30AM - 3PM: VROOM Meeting (Closed Meeting)
  - 8:30AM - 3PM: Pre-Conference Emergency Preparedness Training of Trainers (Closed Session)
  - 10AM - 2PM: Exhibit Move-In
  - Noon - 2PM: Joint Councils Meeting (By Invitation Only)
  - Noon - 6PM: Registration / Information Station
  - 2PM - 6:30PM: Exhibits Open
  - 2:30PM - 3PM: New Attendee Orientation
  - 3:30PM - 4:30PM: Opening Plenary
  - 5PM - 6PM: Concurrent Sessions
  - 6:30PM - 8PM: Meet the Board Reception

**02 MAY**

- **MON**
  - 6:45AM - 6PM: Registration / Information Station
  - 6:45AM - 9:15AM: Plenary
  - 9:45AM - 10:45AM: Concurrent Sessions
  - 11:15AM - 12:15PM: Concurrent Sessions
  - 12:30PM - 1:45PM: Lunch Plenary
  - 2PM - 3PM: Concurrent Sessions
  - 3PM - 3:30PM: Break
  - 3:30PM - 4:45PM: Concurrent Sessions
  - 5:30PM: Off-Site Excursion

**03 MAY**

- **TUE**
  - 6:45AM - 6PM: Registration / Information Station
  - 7AM - 8AM: Breakfast
  - 8AM - 5PM: Exhibits Open
  - 8:30AM - 9:30AM: Plenary
  - 9:30AM - 9:45AM: Break
  - 9:45AM - 10:45AM: Concurrent Sessions
  - 10:45AM - 11AM: Break
  - 11AM - Noon: Advocacy Day Prep Session
  - Noon - 1:30PM: Lunch / State Reviews
  - 1:30PM - 2PM: Break
  - 2PM - 3:45PM: Advocacy Day Prep Session
  - 4PM - 5PM: Annual Meeting / Closing Plenary
  - 5PM - 6PM: Reception

**04 MAY**

- **WED**
  - 6:30AM - 9AM: Registration / Information Station
  - 6:30AM - 5PM: Luggage Staging at the Hotel
  - 7AM - 8AM: Breakfast
  - 8AM - 5PM: Exhibits Open
  - 8AM - 1:30PM: Advocacy Day Meetings
  - 10AM - 10:30AM: Break
  - Noon - 1PM: Grab-and-Go Lunch
  - 5PM: Symposium Concludes

*Subject to change.*
### Sunday, May 1

#### DAILY SCHEDULE

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>8:30AM - 3PM</td>
<td><strong>Emergency Preparedness Training of Trainers</strong> (Closed Session)</td>
<td><strong>Rosslyn I &amp; II</strong></td>
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<tr>
<td></td>
<td>Children and families count on providers to be prepared when disasters strike. Help child care providers take action with this special preconference training-of-trainers opportunity.</td>
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<td>Child Care Aware® of America’s emergency preparedness training-of-trainers session gives participants the resources needed to help child care providers.</td>
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<td><strong>Presenters:</strong></td>
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<td><em>Julie Coats</em>, Director of Emergency Preparedness and Response, Child Care Aware® of America</td>
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<td><em>Holly Nett</em>, Director of Child Care Emergency Partnerships, Child Care Aware® of America</td>
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<tr>
<td>Noon - 2PM</td>
<td><strong>Joint Councils Meeting</strong> (Council Members only)</td>
<td><strong>Salon C</strong></td>
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<td>Selected leaders from each state who serve on the State Network Council, or the Membership Council will meet for a closed-door joint meeting.</td>
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<td><strong>Presenters:</strong></td>
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<td><em>Dan Harris</em>, Executive Director, Illinois Network of Child Care Resource and Referral Agencies</td>
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<td><em>Terri Helms</em>, Program Director, Child Care Aware® of West Central Arkansas</td>
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<td><em>Dr. Lynette M. Fraga</em>, Chief Executive Officer, Child Care Aware® of America</td>
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<td><em>Mindy Bennett</em>, Deputy Chief of Membership &amp; Programs, Child Care Aware® of America</td>
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<tr>
<td>Noon - 6PM</td>
<td><strong>Registration / Information Station Open</strong></td>
<td><strong>Grand Foyer</strong></td>
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<td>2PM - 6:30PM</td>
<td><strong>Exhibits Open</strong></td>
<td><strong>Grand Foyer</strong></td>
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*Location: Grand Foyer*
New Attendee Orientation

New to the Symposium? This session is for YOU!

This introductory and networking session is designed for first-time Child Care Aware® of America Symposium participants. Learn how to maximize your experience at the Symposium with tips from our Membership team, network with fellow attendees and prepare to Unite, Disrupt and Transform.

Presenters:
- Steven McCullough, Chief Operating and Equity Officer, National Office of Communities in Schools
- Encarni Gallardo, Executive Director, Children’s Service Society
- Dr. Lynette M. Fraga, Chief Executive Officer, Child Care Aware® of America
- Mindy Bennett, Deputy Chief of Membership and Programs, Child Care Aware® of America
- Jeannie Jefferies, Sr. Manager of Membership, Child Care Aware® of America

Opening Plenary: Get Loud! Leveraging Media to Amplify a Movement

Hear from media influencers about how different platforms can amplify our voices to create an unstoppable child care movement.

Presenters:
- Cat Wise, Producer and Special Correspondent, PBS NewsHour;
- Gloria Riviera, Digital Journalist, ABC News & Host No One is Coming to Save Us Podcast;
- Elliot Haspel, Author and Program Officer of Education Policy and Research, Robins Foundation;
- Maggie Mundwiller, Consultant & Creator, TikTok Child Care Influencer

Moderator:
- Courtney Subramanian, White House Correspondent, Los Angeles Times
Concurrent Sessions

5PM - 6PM

THE BUSINESS OF CHILD CARE

Plan Your Next Social Media Campaign — And Make it Stick!

Social media can be a powerful tool to engage your community, share critical information and make a difference for families. Part case study and part workshop, this session will outline the basic components of a social media campaign and equip you with a blueprint for getting your next campaign started. Hear real examples from child care leaders who will share lessons learned from recent social media campaigns.

Presenters:

- **Meg Biallas**, Senior Manager, Digital Marketing, Child Care Aware® of America;
- **Rosie Delcid**, Communications Specialist, Child Care Aware® of Washington;
- **Alex Hanel**, Mobilization Manager, Child Care Aware® of Washington;

Location: Rosslyn I & II

INNOVATIVE PROGRAMS AND PRACTICES

Understanding Communication Styles to Create a Lasting Impact

Communication barriers and misunderstandings can impact the quality and success of an organization, cause mistrust and damage relationships. This interactive session will show participants how to identify their own communication style as well as the communication styles of the people with whom they interact. Attendees will learn how to overcome barriers and adapt to different communication styles to connect in a meaningful way with their audience. Harnessing the power of communication and forming a deeper understanding of managers, team members, and the families you interact with will not only empower you but strengthen and nurture the success of your overall program.

Presenters:

- **Laura Delgado**, Vice President Curriculum and Professional Development, Learning Beyond Paper, Inc.

Location: Salon C
**Concurrent Sessions**

**5PM - 6PM**

**INNOVATIVE PROGRAMS AND PRACTICES**

**Workforce Wellness in Child Care**

Child care providers continue to care for our children despite being stressed and overworked. While child care providers strive to provide the best care for children and continue to engage with families, we need to make sure we’re supporting their needs. Supporting child care providers’ health and wellness needs is critical for providers’ professional and personal development, and important to ensuring an effective and satisfied work force.

**Presenters:**
- Laura Lessard, Ph.D., University of Delaware
- Nicole Garro, Director of Early Childhood Health Programs, Child Care Aware® of America
- Patience Hill, Director, Community Engagement, Child Care Aware® of America

**Location:** Salon H

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**6:30PM - 8PM**

**Meet the Board Reception**

Join us for an evening of fun. Network with your peers and meet the CCAoA Board members.

*Drinks and appetizers will be served.*
Monday, May 2

DAILY SCHEDULE

6:45AM - 6PM
Registration / Information Station Open
Location: Grand Foyer

7AM - 8AM
Breakfast
Location: Grand Ballroom ABJK

8AM - 5PM
Exhibits Open
Location: Grand Foyer

8AM - 9:15AM
Plenary: Unleashing the Economy’s Full Potential
Location: Grand Ballroom ABJK

Indra Nooyi joins Dr. Fraga for a fireside conversation to discuss her trajectory to become the first woman of color and immigrant to run a Fortune 50 company, the difficulties that came with managing a demanding job with a growing family, and what she learned along the way. Nooyi will share how the prioritization of the care ecosystem by businesses and government to support young family builders will unleash the economy’s full potential.

Presenters:
Indra Nooyi, Best-Selling Author & Former Chairperson and Chief Executive Officer of PepsiCo
Dr. Lynette M. Fraga, Chief Executive Officer, Child Care Aware® of America
9:45AM - 10:45AM  Concurrent Sessions

**INNOVATIVE PROGRAMS AND PRACTICES**

**A Charge for Change: An Exploratory Look at Child Care Systems Building**

Join the CCAoA’s new Child Care Systems Building Team to explore and discuss what is happening within your CCR&R and your state. Information about the team and its areas of focus on effective business practices, staffed home-based/family child care networks/hubs, equity practices and supply building will be shared. Additionally, participants will be given an opportunity to delve into what they know and are experiencing in their work around one of these areas of focus.

Presenters:
- **Tracy Vergason**, Director of Child Care Systems Building, Child Care Aware® of America
- **Shannon Cameron Quinn**, Early Education / Child Care Specialist, Child Care Aware® of America
- **Natalie Renew**, Director, Home Grown
- **Bevin Parker**, Senior Program Officer of Child Care & Early Learning, Cerkez from LISC

**TRANSFORMING CHILD CARE INTO AN EQUITABLE SYSTEM**

**Cultural Competence in Early Childhood Education**

Cultural competence is key to building inclusive environments where all individuals can thrive. We will discuss inequality in education and learn what it means to be culturally competent and ways we can commit ourselves to creating thriving learning environments in ECE for all children. Participants will gain knowledge and skills to ensure they are intentionally engaged in and committed to creating culturally relevant & inclusive learning opportunities, how to be allies for all children, & the important role they play in children’s socialization. The training includes culturally relevant and appropriate materials for participants to obtain ideas for implementation in their care environments.

Presenters:
- **Mary Regan**, Child Care Resource and Referral Manager, Las Vegas Urban League
- **Emily Buckles**, Program Director, Las Vegas Urban League
**Concurrent Sessions**

**TRANSFORMING CHILD CARE INTO AN EQUITABLE SYSTEM**

**How Can CCR&Rs and Local Health Departments Work Together to Promote Health and Equity?**

This presentation will outline how CCR&Rs and Local Health Departments (LHDs) can work together on their mutual goals of promoting health and equity.

Child care system leaders have allies in local health departments as both child care leaders and health leaders have mutual goals of promoting health and equity. This session will provide strategies for building and maintaining meaningful collaboration between CCR&Rs and LHDs.

**Presenters:**
- **Nicole Garro**, Director of Early Childhood Health Programs, Child Care Aware® of America
- **William Rowe**, Senior Program Analyst, National Association of County and City Health Officials

**Location:** Salon H

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**THE BUSINESS OF CHILD CARE**

**Turning Differences into Strengths:**

**A Systemic Approach on Inclusion and Diversity for CDA® Candidates**

The Council for Professional Recognition, home of the renowned National Child Development Associate (CDA) Credential, is strengthening its work to advance equity and inclusion in the early childhood workforce by taking a proactive approach in supporting special accommodations and multilingual early educators to take their CDA® assessments. This session demonstrates an organizational commitment to diversity and inclusion by removing barriers and supporting early educators’ pursuit of high-quality professional development and recognition in ECE.

**Presenters:**
- **Vilma Williams**, Manager, Multilingual and Special Programs, Council for Professional Recognition
- **Katorra Enoch-Longshore**, Credentialing Academy Manager, Council for Professional Recognition

**Location:** Salon F / G
9:45AM – 10:45AM  
**Concurrent Sessions**

**TRANSFORMING CHILD CARE THROUGH DATA, RESEARCH AND POLICY**

**Accessible, Timely Data to Disrupt and Drive ECE Transformation**

Transformative change is fueled by timely knowledge. At the rapid pace of change seen in our communities, within states and across the nation, we can no longer rely on outdated data. Volumes of data are collected daily, only to be stuck in the vacuum of system infrastructures that hold them. We will discuss how the lives of children, families and those who care for them can be transformed if we co-create and implement interoperable, data-driven impact visions. We will discuss the foundational importance of establishing and strengthening an early childhood data governance structure to overcome the challenges of sharing, storing, and utilizing data. We also will highlight one state’s journey to forming an early childhood data trust. With the help of CCR&R stakeholders, we will highlight state efforts to make point-in-time (near real-time) data available publicly to all for personal use and to inform policy, advocacy, research, and practice efforts. And we will highlight how strategic, interoperable data efforts can advance equity. Zooming out, we will introduce the concept of a national early childhood data pipeline featuring point-in-time data. We will share sample dashboards and discuss ideas for how a national data pipeline would benefit the field, those working in it and families.

**Presenters:**

- **Kristina Haynie**, Senior Data Analyst, Child Care Aware® of America
- **Alex Cooper**, Geospatial Research Analyst, Child Care Aware® of America
- **Samantha Sulsar**, Senior Program Manager, Child Care Aware® of Kansas

**Location:** Rosslyn I & II
11:15AM - 12:15PM  Concurrent Sessions

**INNOVATIVE PROGRAMS AND PRACTICES**

**PBS KIDS Summer PD Institute: Self-Paced Learning for PreK-2 Teachers**

PBS KIDS is offering a new collection of FREE professional learning courses for early childhood educators. Help your teachers take theory to practice as they visit early learning programs, observe seasoned teachers in action and engage with peers - all online and at their own pace. You’ll also be able to connect educators to a library of 6,000+ free digital and printable teaching resources to support learning across the curriculum. PBS KIDS can help spark new ideas and enhance every teacher’s teaching toolbox, all while helping them earn certificates to apply for credit hours in their state. Summer learning resources for families and community partners will also be shared. Make this summer a summer of possibilities with PBS KIDS!

*Presenters:*
- Alicia Narvaez, Sr. Director, Early Learning Engagement, PBS KIDS
- John Sessler, Learning & Innovation Consultant, PBS KIDS

**Location:** Salon C

**INNOVATIVE PROGRAMS AND PRACTICES**

**Transforming Child Care Through Texting Technology**

During this session, we will take a deep dive into text messaging tactics/strategies with communication experts. Attendees will hear from a diverse panel of CCR&R members on the various communication channels; how to assess texting readiness; how to effectively integrate a successful texting program; the impact of texting; lessons learned; and future growth plans/scalability. There will be time for hands-on instruction and dialogue on implementation techniques and methods for measuring texting through analytics.

Attendees will leave with an in-depth understanding of text messaging, options for implementation, as well as some actionable ways to take their existing communications to the next level.

*Presenters:*
- Kami Cohorst, Director, Business Development, StepAhead
- Meghan Ballenger, Executive Director, RAISE Montana
- Bobbi Reidemann, Communication Specialist, Iowa Child Care Resource & Referral
- Marissa Albritton, Online Learning Program Manager, Child Care Aware® of Minnesota
- Becca Elbert, Assistant Director, Western Dairyland EOC, Wisconsin

**Location:** Salon F / G
11:15AM - 12:15PM  **Concurrent Sessions**

**THE BUSINESS OF CHILD CARE**

**CCR&R Outreach Businesses:**
**Partnering Together to Support Families and Providers to Help Children Thrive**

Since 2020, many businesses have recognized the impact of employees not having access to quality early care and education. CCR&Rs have the opportunity to continue the conversation of access to quality child care by educating business leaders on the importance of early childhood investments as it directly impacts the success of our economy and future workforce. Learn how CCR&Rs have successfully partnered with businesses to share the importance of early brain development with families through their employees and the patrons they serve.

**Presenters:**
- **Kandi Novak**, Training and Technical Assistance Specialist, Child Care Aware® of America
- **Patience Hill**, Director, Community Engagement, Child Care Aware® of America
- **Deb Huestis**, Family Connections Montana
- **Renee Scholz**, Child Care Council, Inc.
- **Meredith Trotter**, Child Care Council, Inc.

**Location:** Salon H

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**TRANSFORMING THROUGH DATA, RESEARCH, AND POLICY**

**Where the Rubber Meets the Road:**
**Practical Application of Futures and Anticipatory Thinking**

The pandemic exposed the failure of our social services, child care in particular. Many of us were called upon to respond to immediate needs (child care closings, safety measures, supply-demand gap) while also anticipating what was to come. We’ve been operating under austere budget conditions and navigating clunky procurement systems that cannot function at the pace needed. We’ve been advocating for so long without success that substantive federal investments in child care seemed like a pipe dream. And then everyone started paying attention: #ChildCareIsEssential. The moment is here and we need to recognize opportunities to strategically make changes today to build a robust and vibrant child care system that distributes the cost of caring for the next generation.

**Presenters:**
- **Jacqueline Counts**, University of Kansas, Center for Public Partnerships and Research
- **Janine Hron**, University of Kansas, Center for Public Partnerships and Research

**Location:** Salon D / E
12:30PM – 1:45PM

**Lunch Plenary: Leadership 2030 and Beyond**

Never before has effective leadership been more important than it is today. Recent research reveals that great leaders create work environments that produce higher performance, increase employee engagement, fuel innovation and creativity, increase retention, and positively impact the customer service experience. The demographics of the 21st century have changed dramatically over the past decade and will continue to shift into 2030 and beyond. The workforce has become more diverse, global, multicultural, multi-generational, hyper-connected, and work gets done differently. As a result, the ability to lead across differences, create a culture of belonging, inclusion, and high performance will be a key lever for attracting, engaging, and retaining top talent, as well as serving new and existing customers, members, and communities. This kind of leadership requires new competencies, skill sets, and attitudes.

In this engaging and provocative session, Dr. Shirley Davis, an award-winning global workforce expert, successful business executive, and best-selling author of the first-ever *Diversity, Equity, and Inclusion for Dummies* book, will highlight key demographic disruptions and the important role that leaders play in leading this new generation of talent. She will describe the new models and mindsets that every leader must adopt in order to evolve as an effective leader, and she will detail the key new competencies, skills, and leading practices that they should develop and employ across their organizations.

*Participants will walk away with practical tips and a framework of behaviors that they can immediately apply in their roles.*

**Presenters:**

*Dr. Shirley Davis, CSP, SHRM-SCP, SDS Global Enterprises, Inc.*
INNOVATIVE PROGRAMS AND PRACTICES

New Voices in the Room: Implementing New Strategies for High-Quality Child Care

There are new voices joining our child care community-based discussions with new ideas who come from other venues and fields. How can the new discussions remain inclusive to all participants yet remain focused on what we believe are the distinguishing characteristics of high quality child care? How can we leverage the role of CCR&Rs to be leaders in this space based on their knowledge, expertise, and experiences with child care in their communities?

Please note: The promise of continued new funding resources designated for child care in states, and the status of Build Back Better in the spring will influence the content to reflect the needs at that time.

Presenters:

Judith Sikora, Advisor, Early Childhood Systems, Child Care Aware® of America
Mario Cardona, Chief of Policy and Practice, Child Care Aware® of America
Dr. Shantel Meek, Professor of Practice and Director of Policy for the Center for Child and Family Success, Arizona State University
Miram Calderon, Chief Policy Officer, ZERO to THREE

INNOVATIVE PROGRAMS AND PRACTICES

The Future of Coaching: An Exploration of Coaching Practice in an Ever-Changing World

Join the CCAoA’s Early Education Child Care/Technical Assistance (TA) Specialists to explore different approaches to offering high-quality coaching and how the practice has been impacted by the current changing climate. We will explore the benefits of in-person and virtual coaching models. Join us to hear how you can adapt current practice to consider innovative approaches to coaching while continuing to support the working relationship successfully. In addition, participants will be given the opportunity to discuss current challenges and successes as well as hear from CCR&R TA Specialists and their experience with coaching in a virtual world.

Presenters:

Shannon Cameron Quinn, Early Education / Child Care Specialist, Child Care Aware® of America
Anita Allison, Technical Assistance Specialist, Child Care Aware® of America
Connie Davis, Family Child Care Support Specialist, Child Care Aware® of New Hampshire
**Concurrent Sessions**

**INNOVATIVE PROGRAMS AND PRACTICES**

**How Can We Shift Power in Early Childhood Education?**

It is imperative that children see themselves in their educators and learn from their own community perspective, not only the dominant cultural perspective, which is often White. When there are more Black educators and educators of other backgrounds, then the role of power and dominance in our society and in our civic systems will shift. This idea is important for all child care providers from all backgrounds to consider when caring for and teaching young children, who are our future leaders.

Let’s champion women micro-entrepreneurs and people of color to lead our early education field into the future! Children’s Council of San Francisco has made it a point to be at the forefront of this goal and work. The organization’s new Pipeline for Black Early Childhood Educator Career Development program is specifically geared toward mobilizing and training Black women in San Francisco to start their own child care business and be a model for young Black children. Other child care agencies and providers can take large or small efforts in this direction too!

*Presenters:*

*Gina M. Fromer, CEO, Children’s Council of San Francisco*

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**TRANSFORMING CHILD CARE THROUGH DATA, RESEARCH AND POLICY**

**Data-Driven Advocacy for Advancing Long-Term Funding for Child Care: A Texas Case Study**

Data analysis is a key component to advancing child care policies that support accessible, affordable, high-quality child care. This session will take a deep dive into how Children at Risk in Texas collected and analyzed data from the state’s licensing database on access to child care programs during the pandemic and what federal funds meant for stabilizing programs. In partnership with Child Care Aware® of America, the results were distilled to produce a rich, data-driven story map and messaging that Children at Risk used to help drive advocacy efforts around long-term, sustainable funding for child care in Texas.

*Presenters:*

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

*Kim Kofron, Director of Early Childhood Education, Children at Risk*

*Diane Girouard, State Policy Analyst, Child Care Aware® of America*
2PM – 3PM

**Concurrent Sessions**

**INNOVATIVE PROGRAMS AND PRACTICES**

**Strategies to Rebuild Child Care within Communities: Combating the Great Resignation with Empathy and Positive Engagement**

This is an essential conversation to have at this point in our field’s history. The child care field typically struggles with staff turnover and retention issues but now, like almost every industry in America, we are at a crisis point where children are not enrolled in our care because of the lack of qualified staff. Program quality is suffering, parents are anxious and staff is frustrated. The remedy is patience, empathy and resetting our expectations.

As we recover from COVID-19, our reality is that things have changed and we need to develop realistic and empathetic strategies for recruiting, hiring and retaining staff.

**Presenters:**

* Kathe Petchel, Hinge Advisors

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3PM - 3:30PM

**Break**

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3:30PM – 4:45PM

**Concurrent Sessions**

**TRANSFORMING CHILD CARE INTO AN EQUITABLE SYSTEM**

**A Roadmap for Our Rebuilding: Power to the Profession and the Unifying Framework for the Early Childhood Education Profession**

After a three-year collaboration of 15 national organizations and the engagement of more than 11,000 early childhood educators across states and settings, the *Unifying Framework for the Early Childhood Education Profession* was released, along with the *Professional Standards and Competencies*. These important document were released in March 2020, just days before the coronavirus pandemic upended the early childhood education field. Now, as we look toward building a future in which child care works for all children, parents, educators and businesses, this session will provide updates and information about the recommendations of the *Unifying Framework*. It will also explore the ways in which states, Child Care Resource and Referral agencies, institutions of higher education, employers, child care programs and more are implementing elements of the *Unifying Framework* as part of a shared commitment to the diverse, equitable, effective, well-prepared and well-compensated profession our children, families and economy need.

**Presenters:**

* Shyrelle Eubanks, Senior Policy Analyst, National Education Association

* Mary Harrill, Senior Director, Higher Education Accreditation and Program Support, NAEYC
3:30PM – 4:45PM
Concurrent Sessions

**TRANSFORMING CHILD CARE INTO AN EQUITABLE SYSTEM**

**Child Care and Civil Rights:**
Ensuring Equal Opportunity and Success for All Children

Recently, the Leadership Conference for Civil and Human Rights, and its member organizations including Child Care Aware® of America, issued a set of 10 civil rights principles for early care and education. Join this panel discussion to learn more about the principles, how to use them in policy and in practice, and to discuss challenges the early learning sector faces in achieving equal opportunity for all children.

Presenters:
- Steven Almazán, K12 Education Senior Program Manager, Leadership Conference on Civil and Human Rights
- Anne Hedgepeth, Deputy Chief of Policy, Child Care Aware® of America

Location: Salon F / G

3:45PM – 4:45PM
Concurrent Sessions

**INNOVATIVE PROGRAMS AND PRACTICES**

**Disaster-Ready CCR&R: A Conversation**

A Disaster-Ready CCR&R is better prepared to ensure continuity of vital CCR&R services and operations, while supporting staff, child care providers, families, and the community at large in case of a disaster. The newly released, online Disaster-Ready CCR&R Toolkit is specifically designed to support CCR&Rs in their efforts to be better prepared to continue vital services and operations in case of a disaster or emergency. In this session, participants will have the opportunity to learn more about the toolkit, its development, and offer insight to presenters as part of the ongoing improvement and enhancement.

Presenters:
- Holly Nett, Director, Child Care Emergency Partnerships, Child Care Aware® of America
- Julie Coats, Director, of Emergency Preparedness and Response, Child Care Aware® of America
- Chi Zhang, Emergency Management Specialist (Preparedness) Individual and Community Preparedness Division, FEMA

Location: Rosslyn I & II
3:45PM – 4:45PM

Concurrent Sessions

TRANSFORMING CHILD CARE THROUGH DATA, RESEARCH AND POLICY

Data Management for CCR&Rs

Data is a valuable tool, especially for CCR&Rs. However, collecting and managing data can be challenging. Leaders must understand which data is currently being collected, where it is being stored and which data points need to be collected moving forward. Although this may seem like a daunting process, there are small steps that agency leaders can take to develop and maintain a data management strategy. The purpose of this session is to provide guidance to CCR&R staff members on action steps they can take for data coordination and management and provide strategies for helping staff be confident with collecting and using data.

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

5:30 PM

Off-Site Excursion  (Advance Purchase Required)

Location: Meet at the Hotel Entrance for Bus pick-up/drop-off

Visit the National Harbor, Tanger Outlets or the MGM Grand.
## Tuesday, May 3

### DAILY SCHEDULE

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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>6:45AM - 6PM</td>
<td>Registration / Information Station Open</td>
<td>Grand Foyer</td>
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<tr>
<td>7AM - 8AM</td>
<td>Breakfast</td>
<td>Grand Ballroom ABJK</td>
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<tr>
<td>8AM - 5PM</td>
<td>Exhibits Open</td>
<td>Grand Foyer</td>
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<tr>
<td>8:30AM - 9:30AM</td>
<td>Plenary: Prioritizing Child Care in Federal Policy</td>
<td>Grand Ballroom ABJK</td>
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<tr>
<td>9:30AM - 9:45AM</td>
<td>Break</td>
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Join members of the current administration for a discussion of the status of child care and early learning policy and the opportunities ahead. Learn more about how federal policymakers are prioritizing child care and early learning given its critical role powering families and our economy.
9:45AM - 10:45AM  
Policy and Advocacy Concurrent Sessions

**Using Federal Relief Funds to Advance Equity, Access, and Affordability**

States have an unprecedented opportunity with federal relief funds to invest in a high-quality child care system that is equitable, accessible, and affordable. Join this session to learn what state implementation of federal relief funds has looked like and how states have— and can continue to— center equity, access, and affordability at the core of these policies to advance long-term change. Participants will be given time to connect and strategize with peers on how to advocate for and advance sustainable policy changes using federal funding.

Presenters:
- **Tiffany Ferrette**, Policy Analyst, The Center for Law and Social Policy
- **Diane Girouard**, State Policy Analyst, Child Care Aware® of America

**State and Federal Early Learning Policy Trends**

Child care and early learning has emerged as a priority issue for policymakers across the country. Learn more about where things stand in Congress on investments in child care and hear about trends in state policies. Participants will be given time to ask questions and share experiences from their states and will leave with a working knowledge of current advocacy opportunities and challenges.

Presenters:
- **Anne Hedgepeth**, Deputy Chief of Policy, Child Care Aware® of America
- **Christina Koch**, Federal Policy Analyst, Child Care Aware® of America
- **Albert Wat**, Senior Policy Director, Alliance for Early Success

**Charting A Path to Advocacy Success**

Advocacy can be intimidating, but we will demystify the process with this session featuring a conversation with state organizations who are making an impact with digital advocacy and grassroots strategies. Participants will be able to take part in a Q&A with panel members and will develop a better understanding of successful advocacy strategies for their capacity level and the ways CCAoA can assist.

Presenters:
- **Naeemah Charles**, Senior Public Policy Communications Director, Children’s Council of San Francisco
- **Nate Goodman**, Digital Advocacy Manager, Child Care Aware® of America
- **Ryan Pricco**, Director of Policy & Advocacy, Child Care Aware® of Washington
- **Paula Neth**, President & CEO, The Family Conservancy
### Daily Schedule - Tuesday, May 3

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>10:45AM - 11AM</td>
<td>Break</td>
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<tr>
<td>11AM - Noon</td>
<td><strong>Advocacy Day Prep Session</strong></td>
<td>Grand Ballroom ABJK</td>
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<td></td>
<td><strong>Prepare for Your Advocacy Day</strong></td>
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<td>During this one-hour session, advocates</td>
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<td>will hear from Child Care Aware® of</td>
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<td>America staff about the current federal</td>
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<td>landscape, talking points, and how to</td>
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<td>plan for a successful meeting.</td>
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<td><strong>Presenters:</strong></td>
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<td></td>
<td>Elise Cranston, Director of Advocacy,</td>
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<td>Child Care Aware® of America</td>
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<td>Anne Hedgepeth, Deputy Chief of Policy,</td>
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<td>Child Care Aware® of America</td>
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<td></td>
<td>Casey Peeks, Professional Staff Member,</td>
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<td></td>
<td>House Education and Labor Committee</td>
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<tr>
<td>Noon - 1:30PM</td>
<td>Lunch &amp; State Reviews</td>
<td>Grand Ballroom ABJK</td>
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<td>Join fellow advocates from your state</td>
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<td>for a working lunch to discuss talking</td>
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<td>points and plan the agendas for your</td>
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<td>Advocacy Day meetings. Child Care Aware®</td>
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<td>of America staff will be available to</td>
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<td></td>
<td>support and advise.</td>
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<td>1:30PM - 2PM</td>
<td>Break</td>
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<td>2PM - 3:45PM</td>
<td><strong>Advocacy Day Prep Session</strong></td>
<td>Grand Ballroom ABJK</td>
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<td><strong>Finalize Your Advocacy Day Plans</strong></td>
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<td>During this final prep session, advocates</td>
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<td>will have an opportunity to hear directly</td>
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<td>from congressional staff members about</td>
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<td>the importance of advocacy and how to</td>
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<td>best engage with congressional offices.</td>
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<td>Advocates will also receive more</td>
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<td>information about the logistics of their</td>
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<td>meetings and final notes for the next day.</td>
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<td><strong>Presenters:</strong></td>
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<td>Elise Cranston, Director of Advocacy,</td>
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<td>Anne Hedgepeth, Deputy Chief of Policy,</td>
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<td>Casey Peeks, Professional Staff Member,</td>
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<td>House Education and Labor Committee</td>
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<td>Leila Schochet, Education Policy Advisor,</td>
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<td>Senate Health, Education, Labor, and</td>
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<td>Pensions Committee</td>
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4PM - 5PM

**Annual Meeting / Closing Plenary**

Child Care Aware® of America CEO Dr. Fraga will introduce CCAoA’s new Board members and share an update on the state of the organization before engaging Ai-jen Poo in an in-depth conversation on "The Art of the Possible."

**Plenary: The Art of the Possible: A Conversation with Ai-jen Poo**

Ai-jen Poo is one of the country’s most innovative and celebrated leaders of the labor and women’s movements. She is an award-winning organizer and author, and a leading voice on economic inclusion and shared prosperity. As the president of the National Domestic Workers Alliance, director of Caring Across Generations and co-founder of SuperMajority, she is a nationally recognized expert on elder and family care, the future of work, gender equality, immigration, narrative change, and grassroots organizing. Ms. Poo and Dr. Fraga will discuss how various tools of change – policy and advocacy, storytelling, media, technology—help shift power and voice and “expand people’s imagination for what is possible.”

**Presenters:**

Ai-jen Poo, President, National Domestic Workers Alliance

Dr. Lynette M. Fraga, Chief Executive Officer, Child Care Aware® of America

5PM - 6PM

**Thank You Reception**

We came together to unite, disrupt and transform. As we prepare to return to our communities with renewed energy, join us for networking, food, drinks, and fun as a thank you for attending and for all you do for children and families in your communities.

Sponsored by:

Kaymbu
# Daily Schedule

**Wednesday, May 4**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>6:30AM - 9AM</td>
<td>Registration / Information Station Open</td>
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<tr>
<td>Location:</td>
<td>Grand Foyer</td>
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<td>6:30AM - 5PM</td>
<td>Luggage Staging at the Hotel</td>
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<td>Location:</td>
<td>Pentagon A</td>
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<tr>
<td>7AM - 8AM</td>
<td>Breakfast</td>
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<tr>
<td>Location:</td>
<td>Grand Ballroom ABJK</td>
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<tr>
<td>8AM - 1:30PM</td>
<td>Exhibits Open</td>
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<tr>
<td>Location:</td>
<td>Grand Foyer</td>
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<tr>
<td>8AM - 5PM</td>
<td>Advocacy Day Meetings</td>
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<tr>
<td>Location:</td>
<td>Grand Ballroom ABJK</td>
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<td>Symposium participants will meet virtually with their</td>
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<td>elected officials’ offices in groups with others from</td>
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<td>the same state to share critical on-the-ground</td>
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<td>perspectives from the child care field that will help</td>
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<td>inform long-term investments in federal child care</td>
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<td>funding.</td>
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<td>10AM - 10:30AM</td>
<td>Break</td>
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<tr>
<td>Noon - 1PM</td>
<td>Grab-and-Go Lunch</td>
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<tr>
<td>Location:</td>
<td>Grand Ballroom ABJK</td>
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<tr>
<td>5PM</td>
<td>Symposium Concludes</td>
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</tbody>
</table>
**Exhibits Schedule**

**May 1:** 2PM - 6:30PM  
**May 2:** 8AM - 5PM  
**May 3:** 8AM - 5PM  
**May 4:** 8AM - 1:30PM

*Location: Grand Foyer*

**Thank Child Care Providers in 60 Seconds!**

Stop by the video booth to record a message of thanks. Your video will be featured as part of *Provider Appreciation Day® on Friday, May 6.*

*Location: Lee*

- May 1 | Noon - 3PM
- May 2 - 3 | 8AM - 5PM

**Complete your CCAoA Exhibitor Passport by 2PM on Tuesday, May 3 to be entered in the grand prize drawing of $250!**

Participating exhibitors will sign attendee "passports" to indicate they visited their exhibit table. The $250 prize will be raffled off on *Tuesday, May 3*, during the Reception from *5PM-6PM.*
2022 BOARD OF DIRECTORS

BOARD OFFICERS

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Taran Schneider, Executive Director,
Healthy Child Care Colorado

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

Treasurer
Laurie Tarpey, CPA,
Executive Coach and Consultant

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

BOARD MEMBERS

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Chief Executive Officer, Thread

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

Encarni Gallardo, MBA, Executive Director,
Children’s Service Society

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

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

Catherine Lester, Associate Director,
Annie E. Casey Foundation

Junlei Li, Senior Lecturer,
Harvard Graduate School of Education

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

Meredith Lozar,
Executive Director of Programs and Events,
Hiring Our Heroes

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

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

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

Patina Park, Director,
Tribal State Relations and Systems Implementation Office of Governor Tim Walz
and Lieutenant Governor Peggy Flanagan

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

Roxanne Tashjian,
Vice President of Revenue Operations,
Synopsys

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
Thank You to Our Champion Members

Organizational Champion Members:

- ASEN
- 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 ND
- 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
- Community Action - CCR&R
- Community Service Council of Tulsa
- Crystal Stairs, Inc.
- Early Education and Care Connections, Inc.
- Grow in Peace Child Care Center
- Illinois Network of CCR&R Agencies
- Joyful Tots Childcare and Learning Center
- Kids Comprehensive Services, LLC
- Lakes and Prairies Community Action Partnership (CAPLP)
- Le Bonheur Children's Hospital
- Little Blossoms Childcare
- Little Moon Child Care
- Maryland Family Network
- NC CCR&R Council
- National Child Care Association
- Oklahoma Child Care Resource & Referral
- Opportunity Council - CCA of Northwest Washington
- Patchwork Terrace Montessori Community
- Pathways LA
- Programs for Parents
- Quality Care for Children
- Rhode Island Association for the Education of Young Children
- The Child Care Resource Network
- The Children's Cabinet, Inc.
- The Family Conservancy
- The Right Turn, Inc.
- United Community Action Partnership

Individual Champion Members:

- Gina Clark-Nelson
- Gerald Croan
- Kelly O'Lague
- Stephen Rohde
- Taran Schneider
- Janet Singerman
- Denise Squier
Thank you to Our Sponsors
Waldinger Creative applauds the commitment and effort of our nation’s early childhood development professionals!

We wish the CCAoA family a successful 2022 Symposium and productive visit to the capital region.

Become a Member of Child Care Aware® of America

The Leading Voice for Child Care

Why Join CCAoA?

- Become part of a national community of child care and early education experts and practitioners.
- Be informed, connected and inspired in an ever-changing early childhood education landscape.
- Discover tools and tips to elevate your organization’s marketing program.
- Feel empowered with exclusive access to resources, trainings, partnerships and coalitions.

“I read the benefits of becoming a member of Child Care Aware of America and immediately applied! There are so many advantages, especially the great trainings and resources.”

Becky Potes
Director, Future Leaders Learning Center

Join today at childcareaware.org/join.
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.

www.enquizit.com
www.enquizit.com
The Whole Leadership Approach to Online Development

- Includes nine self-paced modules focused exclusively on enhancing early childhood leadership skills.
- Aligns with professional competencies and standards.
- Integrates current research and the McCormick Center’s Whole Leadership Framework.
- Ensures culturally and linguistically responsive and equitable practices.
- Features interactive, scenario-based learning, problem-solving tasks, video, and innovative design.
- Offers practical, specialized tools and resources for program leaders to achieve program excellence.

https://buff.ly/2tK0y1X
As a special thank you for attending our 2022 Symposium, you will be emailed a registration link at the close of the event that will include a limited time $50 discount code for our upcoming 2022 Leadership Institute event.
LENA Grow is unique among the professional development opportunities available for infant, toddler, and preschool educators. LENA’s "talk pedometer" technology helps early childhood educators improve language environments equitably and truly connect with each and every child in their care.

LENA.org/ccaoa22
Tools to support the Environment Rating Scales

ERS Data System
Mobile Assessment Software

- Promotes accurate scoring of the Scales
- Includes up-to-date Author’s notes for clarification
- Utilizes data-driven analysis tools to drive quality improvement
- Fosters individualized reflection and professional growth with a detailed CQI report

LearnERS
CQI Coaching Framework

- Empowers providers to learn, reflect, and improve with coaches as facilitators
- Includes online learning modules, individualized CQI journals, and peer learning team activities
- Deepens understanding of why quality matters
- Supports early childhood coaches, educators and program administrators

ERS Online Training
Engaging Introductory Courses

- Provides an introduction to each of the Scales
- Includes classroom video segments for scoring practice
- Awards CEUs and certificates upon successful completion
- Offers courses in both English and Spanish

In Partnership with the Authors of the Environment Rating Scales
Better Kid Care can help you transform, unite, and disrupt.

**Transform** your practice with online learning

300+ high-quality, evidence-informed professional development courses

View courses for free. There is a $5.00 fee for most certificates of completion. Prepayment available for center directors. Spanish courses available.

**Unite** staff with tools for coaches and directors

Coaching guides for infant-toddler, PYD, positive guidance, plus courses for coach mentors.

**Disrupt** old habits with free research-to-practice resources

Antiracism, staff wellness, equitable practice, COVID, SEL, and many more!

Visit our website to access these tools