

AELL 35th Anniversary National Conference-How Successful Directors Lead

N Networking

P Pre-Conference

APRIL 10 • WEDNESDAY

8:30am – 12:00pm

P Child Care Center Tour

Off-Site

This popular pre-conference event takes you on a tour of local child care centers noted for excellence and innovation in early care and education.

12:30pm – 4:30pm

P Small Business Revolution from Deluxe: Marketing & Branding

5:00pm – 6:30pm

N Conference Kick-Off Party!

Exhibit Hall-Mandalay Ballroom

Grab your "Howdy!" and "Yee Haw!" and join us in the Exhibitor Hall for a Texas-sized "Welcome to Conference" Party! We'll have door prizes, snacks, cash bar, music, and tons of fun on hand as we launch an amazing week together!

AELL 35th Anniversary National Conference-How Successful Directors Lead

B Breakout Session **K** Keynote: General Session **N** Networking **S** Social Event

APRIL 11 • THURSDAY

8:30am – 10:15am **K** **Keynote: The Game Winning 3 with Dave Davlin** Las Colinas Ballroom: Salons D-F

10:45am – 11:00am **B** **103-Cultivating Community and Collaboration Among Teachers**
2019 Conference Presenters: Rachel Supalla
When you talk about your tribe, you are talking about people that you generally spend the most time with. These are the people that your soul connects to, and you share your joys and fears with. It is crucial to your success and sanity to find your tribe. We need to feel a sense of belonging and accomplishment in order to make epic stuff happen, and also on some days, just to survive.

Session goals include equipping and empowering participants to:

1. Create a plan to focus on creating a culture of community by using collaboration as the key to better communication.
2. Demonstrate specific barriers to the current culture at their centers and target ways to combat those barriers.
3. Explore different ways to collaborate together within teaching tribes, and develop an action plan.

Experience Level: All Levels

10:45am – 12:30pm **B** **101-How Ready Are You for the Real Thing? - Planning and Preparing for Emergencies**
2019 Conference Presenters: Michael Swain
Children rely on us to make sense of the world around them, especially when that world erupts with chaos from an emergency situation. They need us to be ready, willing, and able to guide and protect them! Join safety and insurance expert, Michael Swain, for this important discussion and emergency planning session!

Experience Level: All Levels

10:45am – 12:30pm **B** **102-Being an Intentional Leader**
2019 Conference Presenters: Angel Stoddard
The complexity of our work requires competence and confidence in management and leadership. This workshop will explore a new tool developed for administrators/directors to assess their knowledge, skills, and dispositions as related to your work. This tool lays the groundwork for you to design and build a bridge connecting where you are, to where you want to be.

Experience Level: All Levels

10:45am – 12:30pm **B** **104-Empower Others Through Delegation and Motivation**
2019 Conference Presenters: Jennifer Romanoff
A leader isn't great because they have power. A leader's greatness is found in how effectively they empower others. Investigate the ways delegating and motivating daily tasks within the classroom can motivate and empower others, making each day within the classroom one of engagement, teamwork, and joy.

Experience Level: All Levels

10:45am – 12:30pm **B** **105-Managing Millennials**
2019 Conference Presenters: Dawn Martini
There are four generations at work today. Managers of different generations often express frustration with the next generation's work ethic, commitment, methods, and perspective. Participants will be given key strategies for effectively leading the millennial generation and beyond. Strategies include problem-solving, and examining the limitations of our own expectations and how they impact our leadership of other generations.

Experience Level: All Levels

10:45am – 12:30pm

B 106-Biggest Legal Mistakes Directors Make!

2019 Conference Presenters: Ron McGuckin, J.D.

What you don't know **can** hurt you! Nationally recognized (and appreciated) child care legal expert Ron McGuckin will share the most common and costly mistakes directors and leaders make! Let these cautionary tales prevent you from making decisions that result in your mistake being his next object lesson!

Experience Level: All Levels

10:45am – 12:30pm

B 107-So You Want to Own a Child Care Center?

2019 Conference Presenters: Donna Thornton-Roberts

If you have a dream of owning a child care center of your own, but aren't sure where or how to start, this information-packed session is for you. Donna Thornton-Roberts will share perspective, resources, experience, and expertise that will help you to make informed decisions about next steps and best practices!

Experience Level: All Levels

12:30pm – 2:00pm

N Munch & Mingle Lunch Event

Exhibit Hall-Mandalay Ballroom

This popular lunch event is created to be your time to connect with people, and gain resources that support your program goals and leadership! Bring your appetite, your business cards, and get your munch and mingle on!

2:00pm – 3:45pm

B 201-If You Aren't Cultivating Your Staff, You Are Losing Your Staff

2019 Conference Presenters: Heather Torres

By using the creativity we spark in the children in our care, we can develop a work culture that is rich in purpose-driven appreciation. No matter our budget, we must take time to affirm our staff in new and creative ways each and every day, and create a culture where they appreciate each other. A work culture with a foundation in genuine appreciation fosters staff investment and tenure.

Experience Level: All Levels

2:00pm – 3:45pm

B 202-Show Me the Money: Empowering Management to Lead Their Schools to Financial Success

2019 Conference Presenters: Mike Pepper

Having a passion for childcare is key as the Owner or Director of a school, but are you truly dialed into your school's financial health? Join Mike Pepper of HINGE Brokers as he walks through the five financial factors of successful leadership. Passion alone won't be enough! Don't miss this insightful workshop that will give you innovative financial strategies to put into place when you return.

Experience Level: All Levels

2:00pm – 3:45pm

B 203-Active Supervision: What Every Teacher Must Know and Be Able to Do

2019 Conference Presenters: Karina Soto

Active supervision is an effective strategy used to intentionally observe and care for children at all times. One of our primary responsibilities as leaders is to ensure that our staff is trained and equipped to be successful in their role. This session will unpack what supervision really looks like, and equip leaders to support effective and consistent supervision of children in every classroom.

Experience Level: All Levels

2:00pm – 3:45pm

B 204-Understanding Your Management Style and Using It

2019 Conference Presenters: Miriam Dressler

Management ain't easy!!! If you are a manager of more than three people, you probably understand that each of those people will need something different from you to be effective and productive employees. In this workshop, we will look at situational management, and how to use that to support your management efforts with each staff member.

Experience Level: All Levels

2:00pm – 3:45pm

B 205-Managing Challenging Situations and People

2019 Conference Presenters: Cynthia Jauregui, Liz Matson

This session will focus on constructive ways of coping with challenging situations in both personal and professional settings. Discussion will include identifying the characteristics of challenging people, components of emotional intelligence, and exploring methods to the best approach for managing conflict.

Experience Level: All Levels

2:00pm – 3:45pm

B 206-Be Your Best Self: 50 Ways to Stay Motivated

2019 Conference Presenters: Lynnette McCarty

What do you need to change to be your best self? What will it take to overcome the challenges? What strategies do you need to implement and ensure success? All great questions, and this session will explore the answers! This class will be inspirational, fun, and loaded with over 50 ideas for CHANGE and growth that inspire you to be YOUR BEST SELF!

Experience Level: All Levels

2:00pm – 3:45pm

B 207-The "Who, What, When, and Where" of the National Accreditation Commission

2019 Conference Presenters: Laura Genz, Erin Schmidt

This informative session will provide an overview of the National Accreditation Commission, and how it can serve your program and families in meaningful ways. It is designed to ensure that all participants establish a core understanding of both process, and procedure. A brief history of the system, an overview of the accreditation process, a review of the self-study steps, and tips for using the Accreditation Manual for program improvement will be the basis for this workshop.

Experience Level: All Levels

5:00pm – 6:00pm

N Get Connected! First-Time Attendee Meet & Greet

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

5:00pm – 6:00pm

N Owners Only Happy Hour

Join the AELL Board of Directors for our annual Owners Only Happy Hour! Meet and greet our Board and owners from all over the country and find out more about AELL Owners Only events! Cash bar will be available.

8:00pm – 11:30pm

S 35th Anniversary Celebration & Dance Party!

Join us as we celebrate 35 years of sharing this amazing journey! We will have great music, dancing, karaoke, door prizes, snacks, cash bar, and Texas-sized FUN! #celebratingourlegacy #AELL35years

Experience Level: All Levels

AELL 35th Anniversary National Conference-How Successful Directors Lead

B Breakout Session **N** Networking **S** Social Event

APRIL 12 • FRIDAY

8:30am – 10:15am

B 301-"OZ"ome Family Partnership

2019 Conference Presenters: Dawn Brown

In addition to all the other things we do to manage our programs, leaders have to consider how they will work with parents and families, as well as with children. Families make critical decisions about early childhood care and education programs for their children. Successful programs recognize that they need to build a trusting partnership between families and programs just like Dorothy, the Tinman, the Scarecrow, and the Cowardly Lion had to trust each other. Come discover how the Wizard of Oz can help you build a "OZ"ome Family Partnership.

8:30am – 10:15am

B 302-Putting the Right People in the Right Places

2019 Conference Presenters: Shannon Hendricks

Putting the right people in the right places is a leader's version of the shape matching ball we use to play with young children. Trying to force that square peg into a round hole is exhausting and non-productive. This session will focus on understanding who the people on your team are--their skills, talents, experiences, and passions, and identifying how and where they will fit most successfully in your program.

Experience Level: All Levels

8:30am – 10:15am

B 303-Making the Transition from Classroom to Management

2019 Conference Presenters: Tym Smith

"All you do is sit in the office, paint your fingernails and answer the phone. I want that job!" This is a common statement made by people who want to work in management and then we they land in that seat, reality hits and they find out there is so much more to the job than they imagined. This session is imperative for emerging leaders looking to move into management and/or leaders and owners considering promotion from classroom roles into management in the near future. Proven skills and techniques will be shared to set future leaders up for success.

Experience Level: All Levels

8:30am – 10:15am

B 304-The Basics of Giving Feedback

2019 Conference Presenters: Katia Pannerale

In this session we will define what the goals and outcomes are of an effective feedback session. We will look at communication and leadership styles and their effect on feedback. We will determine how and when to give feedback and how to give difficult feedback effectively.

Experience Level: All Levels

8:30am – 10:15am

B 305-The Value of Values: Developing Culture Through Employee Engagement and Training

2019 Conference Presenters: Anthony D'Agostino

Owners and Executive Operators will learn the fundamental elements of building their organization and organization's culture on values, and how to develop those values based on their staff, parent, and community needs. Once developed, strategies will be shared in how to train, develop, and engage staff in those values to reduce turnover, and build a highly sustainable culture.

8:30am – 10:15am

B 306-Top 5 Tips for Social Media Success

2019 Conference Presenters: Jessica Robinson

Social media is here to stay, and it is in our best interest as leaders and business operators to know how to use this tool effectively. This session will explore the various social media platforms, and how to use them to best grow our business, communicate our messages, and expand our influence in the community.

8:30am – 10:15am

B 307-Enrollments on Demand

2019 Conference Presenters: Michael Tasner

The number one challenge that child care centers are constantly trying to solve is enrollment. Enrollments create cash flow which make life a whole lot easier. What if there was a way to generate “enrollments on demand” and build a wait list outside the door and around the block? Thankfully, there is, and this presentation will provide you with all the tips, tools and tactics you need to grow your enrollments, fast!

Experience Level: All Levels

8:30am – 10:15am

B 308-What Every Leader Needs to Know About Human Resources

2019 Conference Presenters: Shela Mobraik

As a Director or Owner, we dive into early childhood education because of our love for children. However, one of the hats we must wear is Human Resource Director. This session will cover how to recruit, interview, and hire the right teachers, how to develop effective staff training plans and orientation, and how to avoid legal pitfalls to ensure human resource compliance with all labor practices.

Experience Level: All Levels

10:45am – 12:30pm

B 401-Strength Based Communication to Support Positive Team Relationships

2019 Conference Presenters: Susan MacDonald

Teachers in early childhood programs are often overwhelmed by negativity, drama, and high-stress relationships. A key to creating a more positive work environment is to support teachers in developing strength-based communication skills. This workshop will provide participants with impactful frameworks, protocols, empowering questions, reflective exercises, and a team assessment designed to help them build the skills that they need to communicate effectively with their colleagues, administrators, and parents.

Experience Level: All Levels

10:45am – 12:30pm

B 402-Connections: The Key to Family Engagement, Employee Satisfaction and Increased Productivity

2019 Conference Presenters: Sandi Brooks, Leann Hackler

During this workshop, participants will understand how being connected and connecting others is significant to the success of their program. Research supports the importance of connecting people to promote higher levels of engagement, employee satisfaction, and productivity. Through hands-on activities and group discussions, participants will leave the workshop with these 3 strategies to put into place.

- Establishing and sustaining a parent group to empower and connect families to the center
- Developing family and staff professional relationships to connect families to staff
- Creating a culture of connection to support staff retention to connect staff to the center

Experience Level: New/Emerging Leaders

10:45am – 12:30pm

B 403-Using Observations, Assessment & Planning Cycle to Support Children's Learning

2019 Conference Presenters: Joanne Baham, Dr. Taylor Cook

Children learn quickly, and each child learns at his/her own rate. The completion of objective observations can assist teachers in learning more about each individual child, their developmental strengths, and needs. The connection of these observations with various assessments, including ones that are program specific, can provide necessary information to plan developmentally appropriate lessons to support each child's development.

Experience Level: All Levels

10:45am – 12:30pm

B 405-Role of Telehealth in Diagnosing and Treating Children with Autism Spectrum Disorder

2019 Conference Presenters: Boyd Mark

Children with autism need consistent care and therapy with caregivers who understand their needs. Many families do not have access to specialized care—they may live too far away from care, or simply find it inaccessible based on their circumstances. Telehealth has many advantages, including its accessibility and flexibility. Telehealth can offer an alternative to services provided in-person that may increase access of individuals with ASD to experts (e.g., behavior analysts).

Experience Level: All Levels

10:45am – 12:30pm

B 406-Best Meeting Ever! Creating Successful and Productive Staff Meetings

2019 Conference Presenters: Miriam Dressler

Make your monthly staff meetings the highlight of the month for everyone! In this workshop we will look at ways to maximize the time, effort, and money spent on staff meetings. We'll offer strategies and ideas to re-engage your staff, provide relevant learning experiences, and increase the overall quality of your program. And, we'll take a look at how to handle any challenging behaviors of adults, too!

Experience Level: All Levels

10:45am – 12:30pm

B 407-Effects of Legalized Marijuana on Company Policies

2019 Conference Presenters: Dawn Martini

Thirty-three states and counting have legalized marijuana for medicinal use, to treat anything from anxiety, to pain management. Ten states (including the District of Columbia) and counting have legalized the recreational use of marijuana for persons over the age of 21. Federally, marijuana is classified as a Schedule 1 drug, the most restrictive classification for drugs under the Controlled Substance Act. What does this mean for you, the employer, and your Substance Use/Abuse Policy? This session will examine the interaction between the state and federal laws, your license, your general liability insurance, and worker's compensation insurance policies. We will analyze the complexities of an employee's medicinal use of marijuana to treat a condition which qualifies under the Americans with Disabilities Act as a protected disability and your employment policy. We will work to create a comprehensive employment policy that protects the business, the license and administration, and explore ways to further the conversation with state licensing agencies to provide clear direction for your programs. Finally, we will discuss the interplay between Mandated Reporting of Child Abuse and Neglect and parent's use of marijuana to apply the regulations and laws to individual situations that may occur with parents in your center.

Experience Level: All Levels

10:45am – 12:30pm

B 408-What's New and Next for the National Accreditation Commission

2019 Conference Presenters: Margaret Collins, Laura Genz, Erin Schmidt

Big things will be ringing in with the new year and beyond! The 2019 standards and updates will be released, and this will be your opportunity to get the 411, the low-down, and the latest and greatest news and information from the National Accreditation Commission.

Experience Level: All Levels

10:45am – 12:30pm

S 404-Getting Out of Overwhelmed: Tools to Work ON Your Business Instead of Working IN Your Business

2019 Conference Presenters: Tameenah Adams

Do you walk into your program with a to-do list, but find yourself in a classroom for the majority of your day? Do you wish you could work a 9 - 5 versus an open to close schedule? Do you have dreams to pursue other ventures, but don't have enough time? Then this session is for you! This session will equip you with tools to put systems in place and minimize your daily workload. Gain strategies to delegate by ensuring your employees are clear on their roles and functions in the company. Learn about various technologies, and how to leverage them to manage your program effectively when you are off-site. By the end of the session, participants will be able to identify their stressors, and map out an action plan to take them out of "overwhelmed."

Experience Level: Executive/Advanced

12:30pm – 2:00pm

N Munch & Mingle Networking & Lunch Event

Exhibit Hall-Mandalay Ballroom

2:00pm – 3:45pm

B 501-Staff Shortage Survival Skills for Leaders

2019 Conference Presenters: Mary Hornbeck

Every leader, in nearly every field, is feeling the stress and strain from the chronic staffing shortage we have experienced in recent years. It can be challenging to administrate a program and lead a team from the two-year old room! In this timely session, Mary will share her stories and her strategies for surviving and thriving when the staffing is short, and the days are long!

Experience Level: All Levels

2:00pm – 3:45pm

B 502-Organizational Health: A Requirement for Success

2019 Conference Presenters: Robin Stephenson

What does a healthy organization look like, and why does it matter? Based on Patrick Lencioni's book "The Advantage," we'll discover how to create a healthy early care and education organization, which promotes the success of staff, children and families.

Experience Level: All Levels

2:00pm – 3:45pm

B 503-Staff Appreciation: Bring It On!

2019 Conference Presenters: Mollie Ipsen

Employees who feel they have a positive personal relationship with their supervisors are more likely to be engaged employees. Staff appreciation activities provide opportunities for employers to connect with their co-workers and their supervisor. We will discuss the importance of valuing employees and brainstorm some ideas on how to do this.

Experience Level: All Levels

2:00pm – 3:45pm

B 504-Eat Cake for Breakfast! Picking the Right Battles with People

2019 Conference Presenters: Lori Buxton

There is no shortage of opportunities to engage in battles of wills and wits with the people we do life with, both at work, and at home. These battles have the ability to consume mass quantities of our time, patience, and sanity, so picking the right battles matters. How do we know when to engage and when to pass? Are the battles we are choosing based on our values or preferences, and what difference does it make anyway? If you find yourself battling more than leading, this session was created for you!

Experience Level: All Levels

2:00pm – 3:45pm

B 505-Owners Only Hot Topics Forum

2019 Conference Presenters: Ron McGuckin, J.D.

Join Ron McGuckin for this round table discussion on the latest business, legal, and HR issues facing early care and education program owners today!

Experience Level: Owners

2:00pm – 3:45pm

B 506-Be Extraordinary: The Habits of High Achievers

2019 Conference Presenters: Lynnette McCarty

Based on the book "High Performance Habits" by Brendon Burchard, we will review the habits necessary to be a High Achiever. Good habits and high energy are needed for our work in early education. These habits transcend all types of businesses, and assist with increasing our passion and excellence! You will learn the skill-set necessary to be "extraordinary" in all areas of your business!

Experience Level: All Levels

2:00pm – 3:45pm

B 507-Recruit, Retain, Repeat

2019 Conference Presenters: Sonia Schonning

This session will explore innovative ways to search for ideal, qualified candidates, offer interview questions that will help you understand philosophy and work ethic of candidates, and provide an onboarding checklist so employee knowledge is thorough and completed at the conclusion of orientation.

Experience Level: All Levels

2:00pm – 3:45pm

B 508-Managing Your Managers: Multi-Site Leadership

2019 Conference Presenters: Lynnette Galante

Successful multi-site management doesn't happen by accident. It requires organization of time, priorities, and resources. It requires a mastery of relationship management as you work to meet the competing agendas and needs of the managers you lead. This session will be filled with insights and strategies to equip you to effectively lead and develop your leaders.

Experience Level: Executive/Advanced Leaders

AELL 35th Anniversary National Conference-How Successful Directors Lead

B Breakout Session **K** Keynote: General Session

APRIL 13 • SATURDAY

9:00am – 10:45am

B 601-Inspiring Professional Growth: Practical Strategies for Creating a Growth Culture in Early Childhood Programs

2019 Conference Presenters: Susan MacDonald

Inspiring Professional Growth presents the strategies that early childhood leaders need to create a school culture that is intentionally focused on the continuous professional growth of teachers. Leaders will be inspired to make concrete, sustainable changes to their systems for supporting every teacher's professional development. Participants will leave with new strategies, tools, and resources to guide them in effectively creating a Growth Culture in their programs.

Experience Level: All Levels

9:00am – 10:45am

B 602-Situational Leadership: A Strategy for Managing Staff

2019 Conference Presenters: Robin Stephenson

High performing organizations are lead by people who understand people, what motivates them, and how traditional motivation doesn't work. Understand your role in leading the beginning staff member through those that have become confident leaders in the organization.

Experience Level: All Levels

9:00am – 10:45am

B 603-Hiring Them for Keeps!

2019 Conference Presenters: Linda Bardales

How do we find and hire quality staff that not only have the experience and education we are looking for, but also the attitudes and work ethic? This session will provide strategies for successful interviewing and hiring practices, as well as keys to keeping those people invested and engaged in your vision and program!

Experience Level: All Levels

9:00am – 10:45am

B 604-Leading from the Middle

2019 Conference Presenters: Donna Thornton-Roberts

Leading from the middle may be one of the most challenging, but influential positions you will hold. You are facilitating communication and relationship from top to bottom. This session will equip and empower emerging leaders, coordinators, and middle managers to successfully navigate the competing needs and agendas they experience in this important leadership role.

Experience Level: New Leaders/Middle Management

9:00am – 10:45am

B 605-Serve and Return: Strengthening Connections

2019 Conference Presenters: JuNene Harris

Good staff communication is essential to business success. Attendance, morale, performance, and productivity can all be traced back to communication. Learn to communicate effectively with your staff by reducing tension, being clear on expectations, and recognizing not only the weaknesses, but also the strengths.

Experience Level: All Levels

9:00am – 10:45am

B Budgets and Profit/Loss Statements: Understanding the Numbers

2019 Conference Presenters: Tym Smith

We can love our field and our mission with our whole heart and build a phenomenal program based on sound philosophy, but if we can't manage our resources successfully, all our plans will fail. This session will focus on a 3-part budget and how to make it work for you. We will discuss revenue line items, payroll management, payroll hours, and operating expenses.

Experience Level: All Levels

9:00am – 10:45am

B Leading Your Team Through Accreditation

2019 Conference Presenters: Laura Genz, Erin Schmidt

Put Me in Coach! So you are ready to begin the Accreditation process! How do you lead your team through the process in your already busy schedule? How do you gain buy-in from your teaching staff? Planning for success and being aware of potential hurdles will help you stay on your path. We will use the National Accreditation Commission Self-Study Timetable to develop a strategy for success. We can help you get your team fired up, engaged, and committed to this important journey! Let us show you how to replace intimidated with INSPIRED!

Experience Level: Accreditation

11:15am – 1:00pm

K Closing Keynote: The Promise of a Pencil with Adam Braun

2019 Conference Presenters: Adam Braun

You won't want to miss the powerful and inspiring story of "The Promise of a Pencil." Best-selling author, Adam Braun, will share his heart and mission for children, and it will send you home with a renewed purpose and passion for your program, your team, and the children you serve!

Experience Level: All Levels
