

**2021 Virtual Joint R&R Network/CAPPA Conference**  
***It Takes a Village, Make Every Connection Count!***  
**October 6 – 7, 2021**

**Preliminary Program**

**Keynote Highlights**

**Wednesday Morning Opening Keynote 8:30- 9:45 a.m.**

**Nikki Silvestri: Children, Ecosystems and Building Strong Communities**



*Nikki Silvestri is the Founder and CEO of Soil and Shadow, a coaching and consulting firm bringing social and environmental entrepreneurs more impact in their work and joy in their lives.*

*As an entrepreneur and serial non-profit Executive Director, Nikki has invited thousands of leaders and hundreds of businesses and organizations into more in-depth conversations around the intersection of ecology, economy, and social equity. Her wide-ranging career has taken her from presentations at the White House and negotiations with the Environmental Protection Agency to intimate workshops with local businesses and small retail organizing. A nationally recognized thought leader and international keynote speaker, her many honors include being named one of The Root's 100 Most Influential African Americans.*

**Thursday Morning Opening Keynote 8:30- 9:45 a.m.**  
**TBA – CDSS Invited**

**Thursday Afternoon Keynote 1:30 – 2:30 p.m.**

**Holly Elissa Bruno: Happiness is Running Through the Streets to Find You –  
Even in a Pandemic**



*Holly Elissa Bruno, MA, JD, bestselling, award-winning author and international keynoter, served as Maine's Assistant Attorney General as well as Academic Dean at University of Maine-Augusta where she was selected as Outstanding Professor.*

*Her expertise is on emotionally intelligent leadership, managing legal risks, and leadership during traumatic times. Her 6th book, *Happiness is running through the streets to find you: Translating trauma's harsh legacy into healing* (Exchange Press, 2020) sold out immediately.*

## Conference Schedule

### Wednesday, October 6, 2021

8:30 a.m. – 9:45 a.m. – Opening Keynote  
10:00 a.m. – 11:00 a.m. – Workshops  
11:15 a.m. – 12:15 p.m. – Workshops  
12:15 p.m. – 1:15 p.m. Lunch/optional networking  
1:30 p.m. – 3:30 p.m. – Workshops on Demand  
3:30 p.m. – 4:30 p.m. – Happy Hour Event

### Thursday, October 7, 2021

8:30 a.m. – 9:45 a.m. – Opening Keynote  
10:00 a.m. – 11:00 a.m. – Workshops  
11:15 a.m. – 12:15 p.m. – Workshops  
12:15 p.m. – 1:15 p.m. Lunch/optional networking  
1:30 p.m. – 2:30 p.m. – Afternoon Keynote  
2:45 p.m. – 5:00 p.m. – Workshops on Demand

## Preliminary List of Workshops

### Wednesday Morning Workshops - 10:00 to 11:00 a.m.

- A. **ECE Capacity Development through Shared Services (Live)**  
*Zhiwen Tan , MCT Technology and Kim McDougal, YMCA San Diego Childcare Resource Services*  
Strand: Executives & Managers  
How to develop a sustainable ECE shared service model from ideation to execution? YMCA CRS and MCT will share both their learning journeys in depth with CA organizations.
- B. **CDSS Brilliant Beginnings (Live)**  
*Brandon McMillen, Research Automation and Data Division*  
Strand: Executives & Managers  
**TBD**
- C. **Anti-Bias Education for Children & Adults – Part 1 (Live)**  
*Wilma Helaine Gold, Pacific Oaks College, Lola Cornish, The Child Abuse Prevention Center*  
Strand: Demanding Racial and Economic Justice  
We will be exploring the Anti Bias Education Goals created by Louise Derman Sparks & Julie Olsen Edwards and expanding our context to include working with adults. We will look at ways to address bias in the workplace with colleagues and with the adults we serve. There will be opportunities for everyone in the workshop to share their knowledge, questions and experiences in support of the participants as a learning community.
- D. **R&R Navigation and AP Services for Families Experiencing Homelessness (Recorded)**  
*Heather Lang-Heaven, Tina Fleeton, Martina Thomas, Bananas*  
Strand: Strengthening Families/Trauma Informed Care  
Since 2018 the BANANAS CARE (Child Care Access Referrals Ensured) Program has been assisting families living in their cars, in shelters or couch-surfing with dedicated family navigation and alternative payment services. This workshop will be a panel presentation about the CARE Program and how it serves families experiencing homelessness and housing insecurity in Alameda County. BANANAS staff will discuss the birth of the program through its collaborative partnerships; the breadth of navigation and alternative payment services for families; community outreach efforts and resources; and the challenges and successes in supporting this unique population.
- E. **Renew Your Passion! Replenish Your Energy, Creativity & Zest for Life (Live)**  
*Anna Reyner, Art Therapist/LMFT*  
Strand: Promoting Self-Care and Resilience

Passion is an essential ingredient of satisfying life and work. Do you sometimes feel more burned out than on fire? This hands-on, therapeutic art workshop provides a safe, fun and creative environment to get back in touch with your creativity and renew your passion for work and life. Get out of your head and experience the pleasure of sensory, right brain activities. Leave the high-tech world behind and engage in a sensory experience with friends and peers that will nurture and surprise you. Absolutely NO artistic “talent” required, and satisfaction is guaranteed. Please Note: In terms of materials that you can use for the hands-on: please bring paper, crayons/markers to the session if available.

F. **12-Month Eligibility/Title 5 Changes (Live)**

*California Department of Social Services, Child Care Development Department*

Strand: AP Administration

Staff at the California Department of Social Services, Child Care Development Department, will be presenting on the newest 12-Month Regulations that went into effect on July 1, 2021.

G. **Alternative Payment Programs & State of Emergencies (Recorded)**

*Paul Shaw, Arlene Acosta, Mauro Camara, Darriane Martin, Crystal Stairs*

Strand: AP Administration

This workshop will provide an overview of the California child-care alternative payment program requirements. Additionally, participants will discuss lessons learned, explore best practices, and share solutions for ensuring contract compliance and positive parental engagement during states of emergency.

H. **Developing a System of Supports & Strategies that Support African American/Black Early Educators (Live)**

*Je Ton Carey, Naeemah Charles, Children’s Council*

Strand: Working with Providers

This workshop will discuss the strategies used to develop a system of supports for African American Early Educators. Building momentum, advocacy, and policy recommendations.

I. **Using Your Village to Enhance Quality, Care, Safety & Wellness in Preschool (Recorded)**

*Julie Lowen, Nicole Steele, Mary Jo Backer, Sweet Teams*

Strand: Health & Safety/Supporting Providers

Collaborating with our strong network of connections and the expertise of the country’s best early childhood education teachers and administrators, we developed and will share with you an operational system to transform your preschool or childcare learning center into an environment where teamwork seamlessly integrates high quality care and educational routines with proven new indoor and outdoor health and safety procedures. The workshop will introduce simple tools, checklists and practices, which will help manage the educational, social, emotional, and cognitive needs of children and their families all while keeping every area of your childcare center organized, safe, healthy, and free from the germs that cause illnesses to spread. Get ready to engage the entire village, including staff and children in the support of their classroom, center, and outdoor routines, all while having fun and creating pride – let’s do it together!

J. **Using Data and Technology to Help Strengthen Policy and Advocacy (Live)**

*Donna Sneeringer, Patrick MacFarlane, Diana Dominguez, Jared Nineberg, Child Care Resource Center*

Strand: Building Knowledge in the Child Care Field

Child Care Resource Center is an agency fully committed to using technology to strengthen policy advocacy. Come join our workshop where we will introduce you to a new data tool and website, followed up with a fun, interactive activity. There will also be a lively panel discussion with key stakeholders and decision makers, talking about how websites and technology are important communication tools for advocacy, emphasizing the push for government to take a data-forward approach to the child care industry.

K. **Child Care Licensing Division Update 2021 (Live)**  
*Shoghig Khadarian, Jane Cong-Huyen, Child Care Licensing Division*  
Strand: Building Knowledge in the Child Care Field  
This presentation will focus on current licensing updates, hot topics and safe sleep regulations.

L. **Reflection of 2021 Child Care Legislation and Budget (Recorded)**  
*Puneet Purewal, CAPP, Keisha Nzewi, California Child Care Resource & Referral Network*  
Strand: Working With Children/Emerging Issues  
This session will look at the ins-and-outs of AB 131 and any surviving legislation.

### Wednesday Morning Workshops – 11:15 to 12:15 p.m.

M. **Our Moment to Transform Child Care for Families is Here! (Live)**  
*Linda Asato, California Child Care Resource & Referral Network, Anne Hedgepeth, Child Care Aware, Laura Dallas McSorley, American Progress (invited)*  
Strand: Executives & Managers  
We have an opportunity of a lifetime to change the course for millions of families across this country. The American Families Plan, which is part of the President's Build Back Better Plan, and the Child Care for Working Families Act all are in discussion in Congress. \$450 billion towards child care over ten years would be the largest investment in child care history! Hear the latest child care update from Anne Hedgepeth, Senior Director of Federal and State Government Affairs; Laura Dallas McSorley, Senior Director of Early Childhood Policy at American Progress (invited) to update on the other federal family supports and resources for families. Come with your questions at this live session and let's strategize how California can do its part in making child care history in the US!

N. **The Perfectly Imperfect Manager (Recorded)**  
*Jennifer Carlin, San Francisco City College*  
Strand: Executives & Managers  
As managers and supervisors, we want to do our best. And sometimes, we fall short. Learn specific strategies for amplifying strengths, accepting our challenges and learn why perfectionism leads to failures.

O. **Anti-Bias Education for Children & Adults – Part 2 (Live)**  
*Wilma Helaine Gold, Pacific Oaks College, Lola Cornish, The Child Abuse Prevention Center*  
Strand: Demanding Racial and Economic Justice  
We will be exploring the Anti Bias Education Goals created by Louise Derman Sparks & Julie Olsen Edwards and expanding our context to include working with adults. We will look at ways to address bias in the workplace with colleagues and with the adults we serve. There will be opportunities for everyone in the workshop to share their knowledge, questions and experiences in support of the participants as a learning community.

P. **Building Trauma-Responsive Family Engagement Practices for Early Childhood: Rooted in Equity and Resilience (Live)**  
*Tasha Henneman, Julie Nicholson, Center for Equity in Early Childhood Education, Laura Rivas, Berkeley Unified School District, Eric Peterson, Bananas*  
Strand: Strengthening Families/Trauma Informed Care  
Early childhood professionals are in a unique position to partner with parents and family members to strengthen their ability to cope through adversity (building resilience). In building resilience there are positive impacts such as reducing stress for young children and preventing the short and long-term impact of toxic stress and trauma from derailing their ability to learn, develop and thrive to their optimal potential (Nicholson, J. Kurtz, J. et. al., 2021). This workshop will uncover how trauma-responsive family engagement practices support early childhood professionals in a myriad of ways.

- Q. **Who's in My Village and Why? (Recorded)**  
*Diedre Goree, If Nothing Changes, Nothing Changes*  
 Strand: Promoting Self-Care and Resilience  
 Villages look different than the past, when it was just neighbors and extended family. Now virtual talks, video calls, and you-tube has put a new spin on village members, but that doesn't mean the necessary players have changed. Join me as we make sure your villagers are still worthy, reciprocal, and helping you and your family or is it time for a village cleanse.
- R. **The Transition: Meet the Team at DSS (Live)**  
*California Department of Social Services, Child Care Development Department*  
 Strand: AP Administration  
 Still not sure which staff transitioned over to DSS? Come meet the staff who transitioned over to DSS from CDE. DSS will be giving an overview of the different departments within DSS and what each are working on.
- S. **The New 12-Month Regulations: What is the Same and What is Different? (Live)**  
*Denyne Colburn, CAPP*  
 Strand: AP Administration  
 Now that you have participated in the workshop with DSS going over the new regulations implemented on July 1, 2021, the next step is to engage in conversations with your peers. Are there questions that are still unanswered? Are there Best Practices that need to be developed? Are there parts of the new regulations that simply may not be workable. Come prepared with your questions and issues in hand. We are all in this time of change and uncertainty together.
- T. **Fire Guidance and Requirements for FCC Homes – SB 234 (Live)**  
*Toni Robertson, Child Care Law Center*  
 Strand: Working with Providers  
 Wondering what else the law SB 234 changed? It updated the California Fire Codes and required the Office of the State Fire Marshal (OSFM) to provide a state-wide Fire Guidance for Family Child Care Homes, which finally brings clarity for fire inspectors and family child care providers. We will be sharing clear information about the guidance so staff members of various agencies who work with family child care providers can be part of the village and assist in educating and advocating for licensed family child care homes, one connection at a time.
- U. **Hot Topics for Preventative Health & Safety Trainers (Recorded)**  
*Bobbie Rose, UCSF-CCHP, Mira Liao, UCSF-CCHP, Lucy Chaidez, EMSA, Mignonne Pollard, CDSS*  
 Strand: Health & Safety/Supporting Providers  
 This workshop will be a round table discussion about new and updated health and safety topics for trainers. We will cover the return to in-person training after a year of virtual training; health and safety updates, new regulations, and changes in best practices; and the transition of early learning and care health and safety programs from the California Department of Education (CDE) to the California Department of Social Services (CDSS).
- V. **California Emergency Child Care Bridge: Program Outcomes and Policy Implications (Recorded)**  
*Andria Zaverl, Vanessa Guerrero, Child Care Resource Center*  
 Strand: Building Knowledge in the Child Care Field  
 The California Emergency Child Care Bridge Program is an opportunity to serve some of California's most vulnerable children in collaboration with R&R, AP and child welfare. Providing information about and learning best practices, successes and challenges from our peers can only strength our ability to improve

our services. This workshop will: 1) present results on the impact of this program from the perspective of parents, providers and staff and 2) provide information for audience members to use for advocacy of continued or enhanced support of this innovative and important program.

w. **Dealing with Challenging Behavior During Difficult Times (Recorded)**

*Joshua Alvarez, Kaplan Early Learning*

Strand: Building Knowledge in the Child Care Field

Attendees will learn innovative ways in how to deal with challenging behaviors during difficult times. How to redirect children efficiently in a positive manner. How to make children feel comfortable in their environment and how to foster appropriate levels of independence.

x. **What is on the Legislative Horizon? (Recorded)**

*Denyne Colburn, CAPP, Gina Fromer, Children's Council, Senator Connie Leyva*

Strand: Working with Children/Emerging Issues

Come prepared to hear from key legislators about the areas they intend to address in January. Single rate structure, family fees and supporting the ability to access all family child care providers and center types that best meet the needs of families are the starting points.

### Thursday Morning, October 7<sup>th</sup>, Workshops – 10:00 to 11:00 a.m.

y. **Co-designing Conversations: Holding Space for Healing (Recorded)**

*Kim Nall, Jennifer McGowan, Joleen Whipple, Tribal Child Care Association of California; Joelfre Grant, Indigenous Early Learning Collaborative, Eva Rivera, Brazelton Touchpoints Center*

Strand: Executives & Managers

In this session, we will share one organization's experience with developing a framework of strengths-based healing conversations in tribal partnerships. Participants will learn about the process and value of a co-design approach. We will highlight the importance of Indigenous ideas about time, wellness and what it means to hold space and honor our individual process.

z. **It's Just Conflict – How to Feel More Confident in Handling Tough Situations (Live)**

*Jennifer Carlin, San Francisco City College*

Strand: Executives & Managers

Conflict, big or small, can often feel overwhelming. We may go into it with dread, anticipatory stress....or do everything we can to abound it. This workshop will help participants to understand the core factors to conflicts, and how to adjust their own "stance" to make them more productive and less overwhelming.

AA. **Disrupting Inequities in the QCC System (Live)**

*Kristin Torres, First 5 California, Kim Taniguchi, California Department of Social Services*

Strand: Demanding Racial and Economic Justice

The QCC state team is actively working to dismantle systemic inequities in our QRIS system. This presentation will focus on what those efforts are and engage participants as stakeholders to co-create the best path forward in building a better system that equitably serves our most vulnerable children and families and supports early learning and care providers.

BB. **Serving Our Communities, Serving Ourselves: Collective Healing in Times of Crisis – Part 1 (Recorded)**

*Darrian Martin, Cecilia Rojas, Ashley May, Tondra Gardner, Crystal Stairs*

Strand: Strengthening Families/Trauma Informed Care

The Innovations 2 project at Crystal Stairs, in partnership with Westside Infant Family Network (WIN), focuses on developing trauma resilient communities through community capacity building projects. During this workshop, we will explore the importance of grounding trauma informed care models in collective care and healing. Additionally, we will examine the importance of centering racial justice in trauma informed

practices.

CC. **Vision Boards – Sharing Goals & Intentions (Live)**

*Anna Reyner, Art Therapist/ LMFT.*

Strand: Promoting Self-Care and Resilience

A vision board is a visualization tool that you can use as inspiration toward your ideal life. Some people refer to it as a “dream board” or an “inspiration board.” Vision boards are a great way to have fun with simple art supplies and set your sights on positive goals. This is a perfect time to set positive intentions for your work and your life. Attend this workshop and explore the simple art of collage and consider making a vision board yourself! This is a fun, relaxing and meaningful workshop for both artists and non-artists. Please note: In terms of materials that you can use for hands-on: please bring paper, crayons/markers, glue stick & 2 magazines to the session if available.

DD. **CDSS & APP Contractor Forum (Live)**

*California Department of Social Services, Child Care Development Department*

Strand: APP Administration

This workshop will cover updates affecting AP contractors in a forum type presentation, including expectations of timelines, continuation of Title V, Ed Code Transition, larger changes that CDSS expects to be making in the near future, alignment between Stage 1 and those of Stage 2 / 3 / AP, COVID expired Management Bulletins and more.

EE. **Case Management – Tips and Tricks/Balancing Increased Caseloads (Live)**

*Arica Nears, Solano Family & Children’s Services, Deana Williams, Bananas, Lucy Vang, Child Action, and Dee Momi, Child Care Resource Center*

Strand: APP Administration

For the past year and a half, supporting families has become even more challenging. Come prepared to hear from agencies that have developed processes, procedures, and creative ways they are supporting the needs of families during these challenging times. Best practices will be shared.

FF. **Embracing Adult Learning (Live)**

*Disa Lindgren, California Child Care Resource & Referral Network*

Strand: Working with Providers

Adult Learning is a fascinating and important subject for CCIP Trainers. In this session, we will take a look at this performance area which was added as a supplement to the CA Early Childhood Educator Competencies. Subjects for exploration include: adult learning theory & research, positive & trusting relationships, communication & interaction, learner directed learning, lifelong learning stance, operationalizing equity, conflict resolution, addressing barriers to learning, and using technology.

GG. **Liability Insurance for Family Child Care Providers (Live)**

*Rafael Escalante, Janice Mendel*

Strand: Health & Safety/Supporting Providers

Family Child Care Providers have to sort out liability insurance waivers, home owners riders and insurance policies designed to protect their child care business. This workshop will offer valuable information on the types of insurance available to family child care providers and what they should consider when choosing.

HH. **Building Community Through Trust (Live)**

*Mikaela M Chant, Bananas*

Strand: Building Knowledge in the Child Care Field

As childcare resource and referral agencies, we often work with a population that is under-resourced with little time, energy and bandwidth. This workshop will help agencies learn tactics for effective community building with caregivers, families, and child care centers. We will discuss how to have successful community

+ program integration to create long lasting partnerships and bonds with the families, professionals, and children your agency serves. We will highlight strength based, accessible, and refreshing new ways to locate, access, and engage your clients and participants.

II. **Essentials for Startup and Maintaining a Strong Family Child Care Home Business (Live, in Spanish)**

*Lila Chavez, Kings Community Action Organization*

Strand: Building Knowledge in the Child Care Field

Learn how to support your potential, new, and existing providers to maintain their family child care businesses by helping them build a strong foundation. We will share resources used to conduct training on contracts and policies, marketing, environments, CCLD forms, child's file, and curriculum.

JJ. **Mixed Delivery: An Early Education Model for All Communities (Recorded)**

*Dave Esbin, COEL*

Strand: Working with Children/Emerging Issues

TBD

### Thursday Morning Workshops – 11:15 a.m. – 12:15 p.m.

KK. **Reintroduction of Whole Family Support: An Executive Conversation (Live)**

*Denyne Micheletti Colburn, CAPPA, Gina Fromer, Children's Council*

Strand: Executives & Managers

Now that our programs have been lifted and shifted over to the Department of Social Services, it is time to embrace the opportunities that are now before us. If we are being honest, agencies have been ahead of this trend for years. However, we were not encouraged to talk about all that programs we support aside from child care to lift families up; to break the cycle of poverty. Let's come together and discuss the opportunities, to discuss how we inform and educate decision makers that we have a model that already presents a number of "touch points" with families. Our agencies are already seeing families and have established trust with them. Let's make the most of this opportunity in time.

LL. **Design Your Hybrid Work Model (Live)**

*Patti Cuthill, San Diego Society for Human Resource Management*

Strand: Executives & Managers

A recent study showed that, coming out of COVID, a majority of American workers would be willing to take a 5% pay cut to be able to work remotely on a permanent basis! Some were also willing to give up their paid vacation time or work longer hours. Good news! Many organizations are listening and learning from their experiences over the past year and a half to better prepare for the future as a business and as an employer. One solution that many are embracing is that of a hybrid work configuration for their teams, with a portion of team members working in the office and another working from home. Unfortunately, many experts agree that compared to teams who are 100% co-located or 100% remote, defining a work model for hybrid teams can be the most difficult style of all. In this workshop, Patti will teach you how to go from a reactive to a proactive response in creating a hybrid work culture. In addition, you will learn what perspectives to consider when designing a hybrid work culture and what steps need to be taken to drive the Learn!

MM. **Dismantling Racist Child Care Policies: Progress in 2020-21 & Future Priorities (Live)**

*Laurie Furstenfeld, Child Care Law Center, Keisha Nzewi, California Child Care Resource & Referral Network, Mary Ignatius, Parent Voices*

Strand: Demanding Racial and Economic Justice

Many child care policies are rooted in racism. Child care advocates are working to dismantle racist policies that harm children, their families and child care providers by creating new, anti-racist ones that promote the well-being for all. We will review our progress in dismantling racist child care policies in the past legislative year and priorities moving forward.



**NN. Serving Our Communities, Serving Ourselves: Collective Healing in Time of Crisis – Part 2 (Live)**

*Darrian Martin, Cecilia Rojas, Ashley May, Tondra Gardner, Crystal Stairs*

Strand: Strengthening Families/Trauma Informed Care

In Part II of this workshop, Crystal stairs will share real world examples and reflections from the first two years of the Innovations 2 project. Presenters will discuss key programs such as peer support, provider wellness cafes, departmental collaborations, and our growing TIC resource library. Participants will then have the opportunity to share examples from their own trauma informed care work and co create additional strategies to implement at their organizations and local communities.

**OO. Connecting Self-Care to Self-Compassion: How to be a Resource for Yourself (Live)**

*Louise Garnica, Berenice Gonzalez, Child Care Resource Center*

Strand: Promoting Self-Care and Resilience

This live session will provide us an opportunity to connect on how to be an empathetic resource for ourselves. Through sharing strategies, research, and real-life experiences we will tap into qualities that can be strengthened in self-compassion which means relating to oneself with kindness and care, rather than judgment and criticism. Our goal is to promote effective personal development for all within an inclusive setting that will enhance professional best practice outcomes.

**PP. Provider Reimbursement-Practical Application (Live)**

*California Department of Social Services, Child Care Development Department*

Strand: AP Administration

Presenters from DSS will be discussing the application of reimbursement practices. Contractors are aware of the general policies; however, could greatly benefit from a review using mock attendance sheets and payment calculations that address at least the following common scenarios; exhausted Days of Non Operation, payment proration due to start/stop in child care certificates within the month, payment after abandonment of care, provider rates in multiple rate categories, provider rate changes within the month, child aging to a different RMR within the month, reimbursing evening/weekend adjustment based on certified need (as instructed during the pandemic) when an authorization is on a variable schedule.

**QQ. Agency to Agency Support in Payment Processing (Live)**

*Elaine Martinez, YMCA Childcare Resource Center, Monica Sevilla, Merced County Office of Education; Stephanie Arvizu, CocoKids, Diana Velasco, Go Kids*

Strand: AP Administration

This workshop will be interactive and provide answers from agencies on how they handle the most common payment related questions and processes, along with discussions of new and upcoming changes. Topics to include: Union Dues as part of the payment process, School Schedules, DSS Bulletins affecting payments, Family Fees, and an open discussion regarding tips/tricks, work-arounds, and sharing ideas.

**RR. New Business and Financial Support for Family Child Care Providers (Live)**

*Grace M. Hartman, California Child Care Resource & Referral Network*

Strand: Working with Providers

Family Child Care Home businesses have experienced significant struggles during the pandemic. Strong business practices are more important than ever. Join us to learn about resources to help new providers start strong, existing providers to strengthen their business practices, and financial relief during these challenging times.

**SS. Connecting Home-Based Child Care Providers to Health & Safety (Recorded)**

*Soyla Madrigal, California Child Care Resource & Referral Network*

Strand: Health & Safety/Supporting Providers

Come and learn about CCIP's new Health and Safety (H&S) Training: Facilitator's Guide. The structure and

materials in the guide will be reviewed; including, how it complements the California Early Childhood Online (CECO) training modules and aligns with the Child Care and Development Fund (CCDF) H&S topics and the Health, Safety, and Nutrition competency area in the Early Childhood Educator (ECE) Competencies. This workshop is designed for CCIP Trainers who work with home-based child care providers.

**TT. Resource and Referral Agencies – Where we are, Where We can Go! (Live)**

*Mignonne Pollard, California Department of Social Services, Child Development Department*

Strand: Building Knowledge in the Child Care Field

The Resource and Referral agencies provide vital services to the child care system. This workshop will preview where we are today with updates on funding and program expansions. This provides an opportunity to learn more about R&Rs: What are the new exciting changes with the Child Care Initiative Project (CCIP). How California Health and Safety Program (CHST) supports providers and important role of R&Rs in this process. Finally, a look at the base funding for R&Rs. What is it now? What can it be in the future?

**UU. Connecting the Dots: Online Lending Library (Live)**

*Lauren Wagner, Claudia Quinonez, Children's Council*

Strand: Building Knowledge in the Child Care Field

Children's Council of San Francisco will share their process and insights from relaunching their free Toy & Book Lending Library and using technology to stay responsive to client needs during COVID-19. Topics covered will include the implementation of online Lending Library software, COVID-safe lending practices, measuring the use and impact of the Lending Library, and ensuring a representative and inclusive inventory of items. Workshop attendees will also engage in a collaborative conversation on the use of technology for equitable and inclusive supports beyond COVID-19.

**WV. Connecting to the Human Element of the CA ECE Workforce Registry (Live)**

*Pamela Becwar, CA ECE Workforce Registry*

Strand: Working with Children/Emerging Issues

Discussion and exploration of the human element of the ECE Workforce Registry, including the 100,000 Registry members. This session will draw on the collective knowledge of the group to consider what it means to build integrated state-wide data systems. The presentation will use polls to direct presentation topics and discussion questions to guide visioning around what can the future of the ECE Workforce Registry can look like.

## Workshops On-Demand

The following sessions are available on-demand beginning  
at 10:00 a.m. Wednesday Oct 6, 2021.

*(Note: All Live sessions will be available on-demand 24 hours after the session has concluded.  
All pre-recorded sessions shown during a specific time slot will be available on-demand by the following morning.)*

**WW. Professional Development & Staff Training in a Virtual World**

*Inez Jarrett, Michelle Sanders, Viridiana Lopez, Maria Lupita Becerra, Riverside County Office of Education*

Strand: Executives & Managers

This informative workshop will guide the participants in the creation and development of intentional and structured staff trainings in the Early Childhood and Education field. This presentation will include ideas for onboarding new staff and engaging existing staff in opportunities for professional growth and development. The strategies and tools presented in this workshop can be adapted for both virtual and in-person instruction.

**XX. California's Early Learning and Care Workforce Crisis**

*Kathleen White, City College of San Francisco*

Strand: Executives & Managers

California's shortage of staff to work in the early learning and care field affects us all, from recruitment and rebuilding efforts to our own hiring. This workshop looks at the current issues, pipeline and possible solutions.

**YY. Advancing Self-Awareness and Understanding of Implicit Bias and its Impact on Children**

*LaKrisha Dillard, Crystal McClendon-Gourdine, Independent Consultants*

Strand: Demanding Racial and Economic Justice

We live in a world where we all have and are impacted by our conscious and unconscious beliefs. Our beliefs are very connected to who we are, how we feel and treat others in a particular way. While bias is inescapable, that does not mean that we should leave it unaddressed. Research has shown that very young children can show racial and gender bias and often we are unaware of the mainstream media expressions of bias and its roots in our educational institutions. Children are perceptive and observant bystanders and starting very young, nearly every part of their early life, their experiences affect their trajectory far beyond their early education environment. A child's primary early learning community--caregiver, family and early childhood program are often the frontline experiences for children and what they learn to gravitate to regarding certain beliefs about themselves and others. The focus of this workshop is to equip participants with tools to conceptualize, observe and understand implicit bias and negative prejudices that young children endure in early education as young as 2yrs to 5 yrs old.

**ZZ. Overview of Trauma-Informed Care**

*Rainbow Markell, California Child Care Resource & Referral Network*

Strand: Strengthening Families/Trauma Informed Care

This session offers a chance to introduce you to or review the role of the Emergency Child Care Bridge Program for Foster Children (Bridge Program). We will cover what the Network offers to those working within the Bridge Program, an overview of what Trauma is, how it affects the brain, some strategies to use with children and adults and unpacking the strategy of importance of self-care for adults. If you are new to the Bridge Program or supervise anyone working with children or other adults, this provides a beginning framework of what Trauma-Informed Care is with the children, families and co-workers in our lives who have experienced trauma.

**AAA. Sustainability of Self: Promoting Self-Care and Personal Resilience**

*Jill Johnson, Riverside County Office of Education*

Strand: Promoting Self-Care and Resilience

It is vital that we focus on our physical and emotional health so that we can be balanced and sustain a happy life. This workshop will focus on ways to promote self-care and boost your resilience to overcome the many obstacles in life. Come recharge your batteries, and get some tips, ideas, and inspiration!

**BBB. Electronic Attendance Records**

*Maria Llamas, Community Resources for Children, Sandra Herrera-Gonzalez, Children's Home Society, Monica Sevilla, Merced County Office of Education*

Strand: AP Administration

Quite a few agencies are switching to all or partially digital attendance records. Come hear from those who are now sending/receiving attendance sheets electronically. How it's working for them, how they got providers on board, etc.

**CCC. TrustLine and Guardian Update 2021**

*Cindy Mall, California Child Care Resource & Referral Network, Yasaira Medrano and Rebecca Guzman, Community Care Licensing Division, California Department of Social Services.*

Strand: AP Administration

Join staff from around California that facilitate the TrustLine registration process in local agencies as we provide information and answer your questions on TrustLine and Guardian processes and procedures, the roles of DOJ, CDSS, the Network, R&Rs and APs in the application process, and how you can assist in decreasing processing time and supporting TrustLine applicants.

**DDD. Growing Through Connections: How to Build & Support Our Community of Family, Friend & Neighbor Caregivers (Recorded)**

*Carolina Quintero, California Child Care Resource & Referral Network*

Strand: Working with Providers

Family, Friend and Neighbor (FFN) caregivers are an essential and vital part of our early learning & care system. Join us to learn about FFN work happening across the state, as we continue to build community and connect with one another. Important topics will be covered including outreach, recruitment, and how to create meaningful experience that will promote learning and support for FFN caregivers.

**EEE. IPM Takes a Village: Using Your Connections to Implement a Successful Integrated Pest Management Program at Your Child Care Facility**

*Christina Wilkinson, Karina Campos, California Department of Pesticide Regulation*

Strand: Health & Safety/Supporting Providers

Integrated Pest Management (IPM) can be simply described as any least-toxic, effective pest management strategy. IPM may sound complicated, but you are probably already doing some IPM practices without knowing it! In this workshop we will demonstrate how a child care program can develop a successful IPM program by making staff, parents, property owners, and pest management professionals invested partners in their pest management team and reduce their need for pesticides.

**FFF. What's New with My Child Care Plan?**

*Gretchen Howard, California Child Care Resource & Referral Network, Jeannine Schumm, AJWI*

Strand: Building Knowledge in the Child Care Field

Join us to learn about this year's updates to the My Child Care Plan Database and Consumer Education Website. Please note that this workshop is intended for staff that do not use the database regularly.

**GGG. Collaborating and Connecting: Engaging Families to Improve School Readiness Outcomes in the Mission District of San Francisco**

*Ada Freund, Dannhae Herrera-Wilson, Liz Cortez, Mission Economic Development Agency*

Strand: Building Knowledge in the Child Care Field

The Mission Promise Neighborhood (MPN) is a collective impact initiative in the Mission District of San Francisco, CA that provides wrap-around support to children and families from prenatal to college to career. Nine early learning partners, including Family Child Care providers, in this collective work to ensure that each and every child in our community is better prepared to continue to learn when they enter Kindergarten. We will share how our collective impact model uses a strength based approach when partnering with families to improve school readiness outcomes.

**HHH. Don't Make Me Think! Usability Testing for Improving Services**

*Gretchen Howard, California Child Care Resource & Referral Network*

Strand: Working with Children/Emerging Issues

Ever wonder what your clients think of your website? You don't need to be a mind reader – you just need to run a usability test! This workshop will explain what usability testing is, and how to run simple, low-cost usability tests to evaluate your agency's website and how it can be improved. You will walk away with a toolkit of materials to begin conducting your own usability tests.

III. **TBRI: Helping Heal Trauma Through Relationships**

*Karina Acosta, Natalia Mendez, Miriam Huerta, Children's Resource & Referral of Santa Barbara County*

Strand: Strengthening Families/Trauma Informed Care

Trauma caused in relationships can only be healed through relationships. TBRI® is an attachment-based, trauma-informed intervention that is designed to meet the complex needs of vulnerable children. TBRI® uses Empowering Principles to address physical needs, Connecting Principles for attachment needs, and Correcting Principles to disarm fear-based behaviors. While the intervention is based on years of attachment, sensory processing, and neuroscience research, the heartbeat of TBRI® is connection. This is a holistic approach to healing and building happy healthy children, families, and communities.

JJJ. **Utilizing Trauma Responsive and Resilience Building Practices**

*Valentina Torres*

Strand: Promoting Self-Care and Resilience

We take a deeper dive into the trauma responsive strategies by providing an opportunity for early childhood providers to practice using the strategies through interactive activities, engaging reflective conversations and self-reflection. Participants will begin to dive deeper in exploring how to observe children using the trauma-responsive observation checklist. They learn to observe themselves and their unconscious reactions using the adult trigger checklist. Finally, they will gain the practical experience of writing trauma-responsive support plans that will help young children with histories of trauma build resilience and rewire their bodies to feel safe and secure in the classroom environment.

KKK. **Engaging Families, Friends and Neighbor in QRIS**

*Olivia Pillado, Christina Aranda, Cynthia Franco, Child Care Resource Center*

Strand: Working with Providers

Quality Start San Bernardino (QSSB) has been engaging Families, Friends, and Neighbors in QRIS for the last three years. Join us as we share how the program has outreached and supported license-exempt providers. We'll be sharing program successes and challenges in engaging providers who play such a critical role in children's lives.

LLL. **Poison Prevention Takes a Village**

*Neliza Pallesco, Jenna Steward, Tiffany Nam, California Poison Control System*

Strand: Health & Safety/Supporting Providers

During this workshop, attendee will learn about poison exposure risks and ways that the California Poison Control System is serving our communities to mitigate poisonings. Attendees will also learn about childhood poisoning, poison prevention practices for young children, and a new Poison Prevention Training Program for community educators. Finally, attendees will learn about the impacts of the COVID-19 pandemic on poison exposure rates, and poison prevention practices to reduce the risk of COVID-19 related poisonings.

MMM. **Creating a Memorable Story Time Experience w/Felts and Puppets and Content-rich Literature**

*Sundrina Cottrell, Artfelt Puppets, Pieces & Props*

Strand: Building Knowledge in the Child Care Field

Promote meaningful connections at story time with engaging, interactive story telling techniques used with felts, puppets and content-rich literature! Have fun while helping children build language and literacy skills with memorable math, science and social/emotional content! Join this story time like workshop to up your story game; gain skills, confidence, enthusiasm, a 20 page handout and access to over 80 more pages of application material that you can use the very next day!

NNN. **Innovative Solutions for ECE Workforce Development**

*Sabrina Dong, Kai Ming Head Start*

Strand: Building Knowledge in the Child Care Field

Come learn how Kai Ming and its local partners collaborate in substitute teacher recruitment, professional

development, and training for mutual benefit to address the teacher shortage crisis through their ECE STEP initiative. Across the state, finding qualified substitute teachers for Head Start is challenging. In 2018, Kai Ming, a San Francisco Grantee, established the ECE STEP initiative to develop a solution. During the 12-month implementation before the pandemic, ECE STEP recruited 82 substitutes to serve 170 classrooms with 33,300 hours of services provided. Two key elements of their success are the joint efforts from local partners and an in-house online platform that improves the subs booking and planning process.

000. **Changing Challenging Behaviors Through Play**

*Michele Tyler, MC3*

Strand: Building Knowledge in the Child Care Field

We will explore the definition of Play and its characteristics. We will also discuss the developmental benefits of play and how they translate into helping challenging behaviors. Finally, we will explore who owns play, and how what we sometimes think of as "Free Play" is really teacher directed and invites more challenging behaviors.