

# DIRECTORS

## PTAC — TUESDAY, JULY 25, 2023

Registration: 7:30 am

Praise & Worship: 7:50—8:05 am

Welcome: 8:05—8:10 am

Keynote Speaker: 8:10—9:00 am



### Keynote Speaker — Sam Glenn

Sam Glenn has been honored by being named Speaker of the Year on several occasions by meeting and event organizations and won two national awards for his training videos. He is the author of more than 30 personal and professional development books. Hundreds of organizations use Sam's videos to kick off their staff meetings and cultivate positivity in the workplace. Sam's Motivated by Art© Training has become the new buzz in creating engagement in the workplace. Not only does his creative art bring energy to the walls in any workplace, but the art is used for training to enrich the quality of personal and professional performance.

### Footnote Speaker — Patty Stirling

Patty is founder of **Patty's Primary Songs**. Her successful YouTube channel has hundreds of millions of views from schools, educators and families since 2009. With over 400 music videos dedicated to education and movement for young learners, **Patty's Primary Songs** helps children master new concepts in early childhood development skills through music. Patty Stirling is a full-time musician, performer & composer.



### Session 1

9:30 - 10:20 am

#### ***The 3 B's of Business: Basics, Branding, & Building***

The 3 B's of Business: Basics, Branding, and Building (Directors) - Directors will review the 3 B's when it comes to owning or operating a childcare center program as an administrator: Basics, Branding, Building. Administrators will gain helpful knowledge to keep it simple and back to basics when it comes to the overall, general operations of the early childhood facility program, as well as learn how to brand their programs through marketing strategies and identifying solutions to build relationships with parents and children. Participants will be engaged through collaborative discussions to help organize and lead a successful, positive program with efficient and effective results. Participants will create an action plan for the 3 B's to implement goals for quality improvement of practices within their childcare program and evaluate the plan for sustainability.

**Speaker:** Kristin Miller

**FA:** Business & Operation Management

**Location:** A124

#### ***Left Brain/Right Brain Perspective: Bringing Harmony to Your Team***

Unity — Harmony — What does that mean? In this session, we will identify the left brain/right brain perspective and discuss how to successfully match staff for a harmonious classroom environment.

**Speaker:** Natasha Harris

**FA:** Leadership & Development

**Location:** A125

#### ***Adults Need Play, Too! Fun Teambuilding Activities for Every Play Personality***

Adults benefit from play and being playful just as much as children do! Learn about the 8 adult play personalities and participate in games for each. You will leave with enjoyable activity ideas that will benefit you, your teachers, your programs, and your children. And — you will have fun, too!

**Speaker:** Diane Goyette

**FA:** Leadership & Development

**Location:** A128

### Session 2

10:30 - 11:20 am

#### ***Parents & Providers as Partners: The Home & School Connection***

Participants will gain further insight and knowledge to effectively learn how to build positive relationships between parents and teachers which cultivates an environment of inclusiveness, intentionality and connection. These elements will help them support successful and healthy environments that are optimal for a child's development and learning. Trainees will be given the tools and create fundamental ideas to best support, strategize, and implement these elements within their program using group collaboration, interactive real-world examples, and participating in a hands-on activity during this session.

**Speaker:** Kristin Miller

**FA:** Professional Development

**Location:** A124

#### ***Where Did the Time Go? Effective Time Management & Daily Planning***

Being busy is an understatement in a Director's life. The day-to-day challenges, conversations, and engagement can cause us to lose valuable time that could be allocated for administrative duties. In this session, we will discuss effective ways to get the most out of your day!

**Speaker:** Natasha Harris

**FA:** Professional Development

**Location:** A125

#### ***Challenging Children Are Gifts From God Too!***

Children with behavior difficulties can be challenging to welcome and retain in our programs! But these children—and their families—may be the ones who can benefit the most from what you have to offer. Help your teachers to strengthen their relationships with these children and to prevent or manage difficult behaviors themselves. You'll leave with a plan that helps these children feel supported in their classrooms and reduces their trips to the office, too!

**Speaker:** Diane Goyette

**FA:** Leadership & Development

**Location:** A128

# DIRECTORS DAILY SCHEDULE TUESDAY, JULY 25, 2023

## Session 3 Lunch #1 or Classes Below 11:30 am - 12:20 pm

### **Director Roundtable**

Open discussion facilitated by Natasha Harris with topics relevant to childcare.

**Speaker: Natasha Harris**

**FA: Professional Development**

**Location: A125**

### **The Importance of Play: Do We Do What We Say?**

We know that play is the optimal mode for learning and supporting children's development. Do our curriculum design, daily schedules, and program environment reflect that importance? Let's work together to examine these components to ensure that they prioritize the provision of lots of sustained, open-ended, free-choice, child-initiated play.

**Speaker: Diane Goyette**

**FA: Leadership & Development**

**Location: A128**

**\*\*\*During BOTH LUNCHES\*\*\***

### **AXE THROWING**

Are you ready for something completely different? Tomahawk Targets will be bringing their safe, contained, caged axe throwing lanes to PTAC! No experience needed, as their coaches will teach you all the safety points and skills needed to chuck some axes!

**Teacher: Reggie Hicks + Other Coaches**

**FA: Just for Fun!**

**Location: Behind the Gym**

## Session 4 Lunch #2 or Classes Below 12:30 - 1:20 pm

### **Cultivating a Resilient Team Culture**

We are either heading into, walking through, or coming out of a storm. It is the cycle of life and is true for individuals and for teams. Our people depend on our leadership throughout, and we have to be ready. This transparent conversation about resilience will equip you to help them rebound stronger, wiser, and ready for whatever life brings next.

**Speaker: Lori Buxton**

**FA: Leadership & Development**

**Location: A124**

### **How to Partner with Parents in Faith Formation**

Your teachers teach their children so much each day that helps them to grow physically, emotionally, and mentally. How do you plant seeds of faith to help them grow spiritually? During this workshop we'll learn how our schools and teachers can spiritually partner with parents by becoming resources for them in their faith journeys.

**Speaker: Andrew Keyes**

**FA: Professional Development**

**Location: A125**

## Session 5 1:30 - 2:20 pm

### **Leaning In**

We can't do this alone. We know leaders need a team--but before we can "lean on" our team, we have to "lean in" to our people. Delegation can be a valuable tool for leaders as long as we invest first. In this session, we will walk through the process of effectively inviting, equipping, and empowering each person to contribute to your team in meaningful ways.

**Speaker: Lori Buxton**

**FA: Leadership & Development**

**Location: A124**

### **Are You Busy or Are You Productive? Making the Most of Your Day**

As a leader, do you find yourself going through the motions, only to discover you are not getting anything accomplished? In this session, we will discuss the difference between being busy and being productive. We will also share tips on effectively accomplishing your task and how to set goals for achievement.

**Speaker: Natasha Harris**

**FA: Professional Development**

**Location: A125**

### **Leading a Team: What is Leadership?**

Participants will determine the difference between leadership and management, as well as discover their individual communication skills/style. We will discuss how to explore the communication needs of staff and how to relate brain development to communication.

**Speaker: Melissa Williamson**

**FA: Leadership & Development**

**Location: A128**

## Footnote Speaker Sanctuary 2:35—3:30

# DIRECTORS

## PTAC — WEDNESDAY, JULY 26, 2023

Registration: 7:30 am

Praise & Worship: 7:50—8:05 am

Welcome: 8:05—8:10 am

Keynote Speaker: 8:10—9:00



### Keynote Speaker — Karl Bastian

As the founder of Kidology, Karl Bastian is a follower of Jesus Christ, the lucky husband of his best friend Sara, and the proud father of Luke. When he isn't with his family, or hurrying back to them, his second favorite thing is to creatively minister to kids, and to equip and encourage others who share that passion. Karl has been a thought leader in children's ministry for years. Karl has over twenty years of experience as a children's pastor in large, small and mobile churches. He is currently the children's pastor at Highpoint Church in Aurora, Colorado. From backyards to banquet halls, Karl has been entertaining and ministering to children around the country and around the world through puppets, magic, balloons, and other creative means since he was a kid! He is an author of and contributor to several children's ministry books and magazines. His life mission is to reach and teach as many children as possible with the Good News of God's love, and in the process to equip and encourage others to do the same.

### Session 1

9:30 - 10:20 am

#### ***Managing with Confidence, Creativity, and Class***

Let's be honest, the life of administrators can be a lonely and challenging role. However, there are important things we can do as program leaders to boost our confidence in the role we have been given by God, increase our effectiveness by adopting new and creative ideas, and representing our programs with grace. While we wear many hats and our days are ever-changing, we have been equipped and called to face each day with confidence, creativity, and class!

**Speaker:** Kara Gore

**FA:** Professional Development

**Location:** A124

#### ***Increasing Your Enrollment***

This session will include information on how to develop a marketing action plan — with five steps to power marketing & advertising in tough economic times. Participants will identify 20 no-to-low cost ways to advertise, discover how to convert inquiries into tours and prospects into guaranteed enrollment. We will discuss proven follow-up techniques and ways to determine your school's competitive edge.

**Speaker:** Kristy Thornton

**FA:** Business & Operation Management

**Location:** A125

#### ***Program Policies- Steps to Policy Development & Review***

Quality policies and procedures support a program in providing clear direct communication and expectations. Well-designed policies and procedures provide clear expectations for how things function within a program for parents, staff, and administration. Bring your current policies or a list of policies you would like to create to this working session. In this session, we will review the components that policies should include, discuss the struggles & strengths of current policies, and begin the work on developing concise policies to support your programs' goals and missions.

**Speakers:** Dr. Joanne Baham & Dr. Taylor Cook

**FA:** Business & Operation Management

**Location:** A128

### Session 2

10:30 - 11:20 am

#### ***Stress Management***

For years I tried to manage my stress and anxiety with all kinds of things that promised to bring me peace. However, working with people, while rewarding, is overwhelming and peace was hard to hold on to. We are not only directors, but counselors, friends, activity coordinators, truth tellers, trainers, protectors, and much more. Let's discuss ways to decompress, relax, let go of somethings, and truly find fulfillment in this amazing role we have been gifted!

**Speaker:** Kara Gore

**FA:** Professional Development

**Location:** A124

#### ***Top 10 Legal Mistakes***

This session will cover ten legal mistakes that Directors can make — without even realizing the risk and liability they put themselves in by not following laws, regulations, and their own policies. Attendees will learn how to "BEST" protect themselves, the children, and the staff from liability, risk, and lawsuits in our industry.

**Speaker:** Kristy Thornton

**FA:** Business & Operation Management

**Location:** A125

#### ***Using Children's Portfolios to Build Connections***

Capturing authentic assessment is critical to understanding the development and learning progression of the children. One way to understand each child's unique development is through the use of child portfolios. Creating these portfolios does not have to be difficult or time-consuming. This training presents a four-step process for creating child portfolios. The information provided will include a sample template that allows for an authentic assessment of each child based on the early learning program's philosophy. Furthermore, practices to incorporate to begin creating and using children's portfolios will be provided so educators can start creating, using, and maintaining portfolios immediately within their daily activities.

**Speakers:** Dr. Joanne Baham & Dr. Taylor Cook

**FA:** Observation & Assessment

**Location:** A128

# DIRECTORS DAILY SCHEDULE WEDNESDAY, JULY 26, 2023

## Session 3 LUNCH #1 or Classes Below 11:30 am - 12:20 pm

### *What's Your Legacy?*

The pressure to leave a bold, lasting legacy is often times overwhelming if we stop and think about it. No matter the busyness of life, we will in fact leave a mark on the world once we are gone. What will that legacy be? Should I care about a legacy? We will discuss the topic of legacies and the future-focused mission we are called to as Christian leaders.

**Speaker:** Kara Gore

**FA:** Leadership & Development

**Location:** A124

### *The Chick-fil-A Way*

In order to survive in today's market, companies will have to change and provide a Second-Mile Service that originates from the heart; it truly is a pleasure and a behavior that creates a compelling culture for your clients and students. Attendees will learn the essence of a compelling culture to grow within your team. It's a competitive market and we must find a way to serve the customers with premier leadership and develop systems that set us apart from anyone else.

**Speaker:** Kristy Thornton

**FA:** Business & Operation Management

**Location:** A125

### *What Does It Mean to be an Advocate in Early Childhood Education?*

This session is designed to support early childhood educators with harnessing the tools needed to become an advocate at the program, local, state, and national levels. Come learn how to leverage the knowledge and skills you already possess, and learn new ones, to make a difference for children, families, and the field. One of the goals of this session is for early childhood professionals to leave feeling empowered and aware of how all their actions have a ripple effect on the classroom, program, and the early childhood field. Resources will be provided along with interactive experiences to learn from each other to grow as professionals within the field.

**Speakers:** Dr. Joanne Baham & Dr. Taylor Cook

**FA:** Leadership & Development

**Location:** A128

**\*\*\*During BOTH LUNCHES \*\*\***

### **AXE THROWING**

Are you ready for something completely different? Tomahawk Targets will be bringing their safe, contained, caged axe throwing lanes to PTAC! No experience needed, as their coaches will teach you all the safety points and skills needed to chuck some axes!

**Teacher:** Reggie Hicks + Other Coaches

**FA:** Just for Fun!

**Location:** Behind the Gym

## Session 4 Lunch #2 or Class Below 12:30 - 1:20 pm

### *Lock Down Drills*

Learn about the regulations that govern lock down drills for your school or child care center.

**Speaker:** Dorris Burnworth

**FA:** Professional Development

**Location:** Sanctuary

## Session 5 1:30 - 2:20 pm

### *Expulsion: A Short-Term Solution with Long Term Effects*

In this post-covid world, we are finding children exhibiting behaviors that are not common to ways they've acted previously. This session will openly address some of the perceived and possible pre-diagnosed problems and to help schools establish rules and policies that will help any child succeed.

**Speaker:** Albert Wright

**FA:** Professional Development

**Location:** A124

### *Becoming a Coaching Leader*

Would you like to improve your team's performance, individual buy-in, and investment while elevating the quality of life both at work and outside of work? A coaching leader can do just that! In this engaging and interactive session, we'll compare past and current perspectives and identify steps, strategies, and coaching techniques for developing a highly motivated, effective, and inspired team.

**Speaker:** Lori Buxton

**FA:** Leadership & Development

**Location:** A125

## Session 6 2:35 — 3:30 pm

### *The Importance of Staff Training: It's Needed, But It Doesn't Fix Everything!*

Training can be one of the most effective tools in a management team's tool belt — if used correctly! And with the inception of training modules, pre-recorded videos, and self-study items — it can be hard to pick what's right for your staff. This session is geared to help directors figure out what training type is useful and why we need training.

**Speaker:** Albert Wright

**FA:** Professional Development

**Location:** A124

### *Leaning In*

We can't do this alone. We know leaders need a team — but before we can "lean on" our team, we have to "lean in" to our people. Delegation can be a valuable tool for leaders as long as we invest first! In this session, we will talk through the process of effectively inviting, equipping, and empowering each person to contribute to your team in meaningful ways.

**Speaker:** Lori Buxton

**FA:** Leadership & Development

**Location:** A125

# DIRECTORS

## PTAC — THURSDAY, JULY 27, 2023

Registration: 7:30 am

Praise & Worship: 7:50—8:05 am

Welcome: 8:05—8:10 am

Keynote Speaker: 8:10—9:00 am



### Keynote Speaker — Tom Wilbeck

Tom Wilbeck had stopped playing music at local clubs and churches and was seeking a new musical outlet. His twins, Josh and Abby provided all the inspiration that he needed. In just a few short months Fun Band headquarters was buzzing with new songs about bath time, breakfast, taking rides in the wagon and silly monsters in the mirror. Word got out and requests for shows came in! Tom found that performing for children was exactly what he was born to do! Tom is not only an energetic multi-instrumentalist, he is a professional therapist and public speaker. He hopes to expand his reach to all areas of

### Footnote Performance

**Go Fish** started in 1995 when Jamison Statema and a friend from church started an acapella group in Minnesota. Their goal was to use music to follow Christ's call to be "fishers of men". That has never changed! Go Fish has been providing great music for kids— that won't drive parents bonkers for over 20 years.



### Session 1

9:30 - 10:20 am

#### Director Roundtable

Open discussion facilitated by Natasha Harris with topics relevant to childcare.

**Speaker:** *Natasha Harris*

**FA:** *Professional Development*

**Location:** *A124*

#### Rebuilding Organizational Trust—Part 1

Organizational trust is something that is very real to employees. In 2023, getting some employees to take their jobs seriously can be hard, but it can be accomplished. This session will start the process of understanding why it's important for companies to invest in helping their employees trust them.

**Speaker:** *Albert Wright*

**FA:** *Leadership & Development*

**Location:** *A125*

#### Hiring Your Dream Team

It starts from Day 1! Let's discuss onboarding techniques to ensure that new teachers get off on the right foot!

**Speaker:** *Lakeshia Nnamani*

**FA:** *Business & Operation Management*

**Location:** *A128*

### Session 2

10:30 - 11:20 am

#### Where Did the Time Go? Effective Time Management & Daily Planning

Being busy is an understatement in a Director's life. The day-to-day challenges, conversations, and engagement can cause us to lose valuable time that could be allocated for administrative duties. In this session, we will discuss effective ways to get the most out of your day!

**Speaker:** *Natasha Harris*

**FA:** *Professional Development*

**Location:** *A124*

#### Rebuilding Organizational Trust — Part 2

This session picks up where Session 1 left off. In the previous session, we discussed why organizational trust is important. In this session, we will take a deeper dive into strategies to help employees.

**Speaker:** *Albert Wright*

**FA:** *Leadership & Development*

**Location:** *A125*

#### Training Your Dream Team

Sometimes it's not the teachers, it's us as the directors. Let's discuss strategies to ensure we are training, modeling, and providing ongoing support to our team.

**Speaker:** *Lakeshia Nnamani*

**FA:** *Leadership & Development*

**Location:** *A128*

### Session 3

LUNCH #1 or Classes Below

11:30 am - 12:20 pm

#### The Importance of Staff Training: It's Needed, But It Doesn't Fix Everything!

Training can be one of the most effective tools in a management team's tool belt — if used correctly! And with the inception of training modules, pre-recorded videos, and self-study items — it can be hard to pick what's right for your staff. This session is geared to help directors figure out what training type is useful and why we need training.

**Speaker:** *Albert Wright*

**FA:** *Professional Development*

**Location:** *A125*

#### Rewarding Your Team

Don't forget to reward those that take care of you! Staffing shortages are happening everywhere. If you go out to eat or shop — you will more than likely see a "Hiring" sign. Just like it's important to bring in new teachers, it's equally important to retain the teachers that you have! Let's discuss ways to show appreciation that don't break the bank!

**Speaker:** *Lakeshia Nnamani*

**FA:** *Leadership & Development*

**Location:** *A128*

<b>Session 4</b>	<b>Lunch #2 or Classes Below</b>	<b>12:30 - 1:20 pm</b>
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**Talent Coaching**

This session provides strategies and practices to foster and encourage individuals under your leadership. These strategies will unlock, enhance, and strengthen the individual and your workgroup — ultimately enabling everyone to give their best performance, leading to an effective work-place.

**Speaker:** Wykesha Dixon**FA:** Leadership & Development**Location:** A124**Intentionality**

In this session, we will discuss biblical ways to be intentional in our daily lives, both at home and work. You will walk away asking yourself, “Who/what is my assignment?”

**Speaker:** Annette Collins**FA:** Professional Development**Location:** A128

<b>Session 5</b>		<b>1:30 - 2:20 pm</b>
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**Organization Process Development**

This session discusses tactics that aid in aligning your team skillset while creating best practices and processes for overall organizational growth. Focusing on how to prepare your team to handle operations and contribute towards the development of the business.

**Speaker:** Wykesha Dixon**FA:** Professional Development**Location:** A124**How to Run an Effective Staff Meeting — It Matters!**

Sometimes asking staff to stay late can be hard. Also getting staff to buy in can be difficult and frustrating for everyone. This session will give you strategies on how to both organize and entertain — to get the most out of your staff training.

**Speaker:** Albert Wright**FA:** Business & Operation Management**Location:** A125**When We Mess Up, We Fess Up**

1 John 1:9 says, “If we confess our sins, He is faithful and just and will forgive us our sins and purify us from all unrighteousness.” As childcare providers, we take care of the most precious gift God gave us — children! We have a duty and responsibility to continually act in their best interest. Non of us are perfect, nor do we do everything right. In this session, we will discuss the biblical and ethical ways to handle mistakes.

**Speaker:** Annette Collins**FA:** Professional Development**Location:** A128

<b>Footnote Performance</b>	<b>Sanctuary</b>	<b>2:35—3:30 pm</b>
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