

Time	Topic
8:00-8:45	Registration and Light Breakfast
9:00-9:15	Welcome and Opening Remarks
9:15-10:00	Keynote: Praising & Rewarding Staff at Little to No Cost <i>Vernon Mason</i>
10:00-10:15	Networking Break – Visit our Vendors
10:15-11:30	Session 1 (you will select one)
	Employment Law Demystified: Basics for Non-Lawyers: Employment law expert will share advice and techniques on hiring, properly classifying employees, evaluating performance and ending the employment relationship. <i>Presenter: Steve Brown</i>
	Partnering for High Quality Care: An Overview of State Programs: Join this opportunity for discussion and Q&A on Child Care Licensing, Subsidy, and learn about the Child and Adult Care Food Program, which reimburses child care programs serving low-income children. <i>Presenters: Jamie Sipe, Sharon Lindsay and Mary Ward with VDSS, and Ashley Smith with VDH</i>
	Follow the Money: Cash Flow and Strategic Economic Decisions: Budgets are tight and operating a child care business has never been more challenging or time-consuming. Make smart decisions based on cash flow planning and learn about compliance, fraud detection and more in the competitive child care market. <i>Presenter: Celia Powell</i>
	Can You Hear Me Now? Enhance Parent Engagement with Mobile Technology: Use technology and leverage mobile apps to delivery reports, pictures, newsletters, track curriculum, manage invoicing and attendance. Bring your phone/tablet/iPad to the session. <i>Presenter: Abhas Jain</i>
	Protect Yourself & Your Business: Risk Management Strategies: Expert advice on maintaining a well-rounded risk management program to ensure the safety and security of your business. <i>Presenter: Michael Swain</i>
11:30-11:45	Networking Break – Visit our Vendors
11:45-12:45	Lunch
12:45-1:00	Networking Break – Visit our Vendors
1:00-2:15	Session 2 (select one)
	How Adults Learn: Successful Strategies for Staff Training: Teaching adults is not the same as teaching children – learn techniques to make your trainings active and fun for staff! <i>Presenter: Jaye Harvey</i>
	HR Hot Tips! Building a Positive Culture: Interviewing, hiring, orientation, performance reviews and building an enthusiastic culture are key to creating a high quality program for staff, children and parents. <i>Presenters: Anissa Walker and Abeer Nagvi</i>
	What We Can Do for You: Shared Services, PD & Quality Supports: Explore VA Shared Services Network, CCAoVA Services, Virginia Quality, Infant Toddler Specialist Network, and the VDSS Scholarship Program. <i>Presenters: Jodi Roberts and Peggy Watkins with CCAoVA, Kris Meyers with Virginia Quality, Amy Stutt with Infant Toddler Specialist Network and Kathy Gillikin with VDSS</i>
	Let Your Voice Be Heard! Advocacy in Action: Learn how to confidently engage in political and community advocacy. Various tools and strategies will help you get comfortable speaking out for yourself, your business and your profession! <i>Presenter: Melissa Peeler</i>
Part 1	Prepare for the Worst: Active Shooter Training: *Double-Session (1:00-3:45) CCA of America has developed the first active shooter response training for child care providers. Participants will learn strategies for preparing for and responding to an active shooter incident. <i>Presenter: Andy Roszak</i>
2:15-2:30	Networking Break – Visit our Vendors
2:30-3:45	Session 3 (select one)
Part 2	(Continued) Prepare for the Worst: Active Shooter Training: *Double-Session (1:00-3:45)
	Creating a Coaching Culture: How to Move People from Here to Full Potential: Get the most out of your team. Learn the most important skills you need to start coaching your team today. <i>Presenter: Libby Dishner</i>
	Let's Go Social!! Social Media Marketing for Child Care: Effectively market your program using social media and other technology solutions. <i>Presenter: Abhas Jain</i>
	STOP Child Care Expulsions: Managing Challenging Behavior: Passing children from provider to provider does not fix the problem. Expulsion and suspension are stressful, negative experiences that too many children encounter in early learning programs. This session will guide you through a process of managing behavior to strengthen your program and enhance your business model. <i>Presenter: Pam Booker</i>
	What is Cultural Competence, Anyway? Learn to provide culturally appropriate services to your customers in a welcoming and accepting work environment. Explore ways to achieve cultural competency on a personal level. <i>Presenter: Dina Hackley-Hunt</i>
3:50-4:30	Prize Drawings & Closing Remarks