

# “Building Quality Hand In Hand”

An Annual Conference Hosted by the  
Nebraska Head Start Association



**NeHSA Annual Conference:  
November 3-4, 2011**

**Management Leadership Track:  
November 2-4, 2011** ***New This Year!***

***A Conference Designed to:***

- \*Enhance Professionalism*
- \*Increase Leadership Capacity*
- \*Strengthen Skills in Delivering  
Quality Services for Children and Families*



**NeHSA Conference  
Keynote Speakers:**

**\*Jon Walker**

**\*Tim Nolan and  
Keith Johnson**

# Conference Schedule

## Midtown Holiday Inn

2503 South Locust Street

Grand Island, Nebraska

1-800-548-5542 or 308-384-1330

### Wednesday, November 2, 2011

6:00-7:30 P.M. Early Bird Registration for NeHSA Annual Conference

### Thursday, November 3, 2011

8:00 A.M. Registration  
9:00 A.M. *Keynote Speaker: Jon Walker*  
*“Establishing Excellence as the Standard”*  
10:30 A.M. BREAK  
10:45 A.M. Workshop A  
12:15 P.M. LUNCH  
1:15 P.M. Workshop B  
2:45 P.M. BREAK  
3:00-4:30 P.M. *Keynote Speaker: Jon Walker*  
*“Excellence in Action: An Introspective Journey into My Profession”*

### Friday, November 4, 2011

8:00 A.M. Registration  
8:30 A.M. Workshop C  
10:00 A.M. BREAK  
10:15 A.M. Workshop D  
11:45 A.M. LUNCH  
12:45 P.M. *Keynote Speakers: Tim Nolan and Keith Johnson*  
*“Head Start is Making a Difference!”*  
1:45-2:30 P.M. NeHSA Remarks: Deb Ross  
**Awards and Scholarship Recognition**

# Management Leadership Track Schedule

## Howard Johnson Riverside Inn

3333 Ramada Road  
Grand Island, Nebraska  
308-384-5150

*Limited to the  
First 150 Registrations!*

*New This Year!*

### Wednesday, November 2, 2011

\*12:00-1:00 P.M. Registration for Management Leadership Track

1:00 P.M. *Keynote Speakers: Tim Nolan and Keith Johnson*

*“Creating the Optimal Environment to Empower Employees”*

(\*No Lunch Provided; Light Afternoon Snack Provided)

### Thursday, November 3, 2011

\*9:00-4:30 P.M. *Keynote Speakers: Tim Nolan and Keith Johnson*

*“Effectively Handling Difficult Employees, How to Address  
Conflict, and Providing Consistent Feedback”*

(\*Light Breakfast and Lunch provided)

### Friday, November 4, 2011

\*9:00-11:00 A.M. *Keynote Speaker: Mike Henke*

*“HR 101”*

(\*Light Breakfast Provided)

The remaining of the Management Leadership Track continues at  
the:

## Midtown Holiday Inn

2503 South Locust Street  
Grand Island, Nebraska  
1-800-548-5542 or 308-384-1330

11:45 A.M. LUNCH (provided)

12:45 P.M. *Keynote Speakers: Tim Nolan and Keith Johnson*

*“Head Start is Making a Difference!”*

1:45-2:30 P.M. NeHSA Remarks: Deb Ross

**Awards and Scholarship Recognition**

# Conference Keynoters

## *Jon Walker*



### ***“Establishing Excellence as the Standard”***

(Thursday Morning Keynote)

This training is designed to awaken each participant’s passion for why they chose this field and for establishing Excellence as their Standard. Participants will learn the necessity of establishing One Language within their organization, creating a Prime Directive (a roadmap to excellence) as well as learning the components of becoming a “Program of Choice.” This will result in a program whose foundation is rooted in excellence, all decisions are made with excellence in mind, and the children and families receive excellent services.

*and*

### ***“Excellence in Action: An Introspective Journey into My Profession”***

(Thursday Afternoon Keynote)

Excellence in Action is a tremendous opportunity for professionals to examine, through his or her introspective lens, the opportunities, the responsibilities, and the advantages of providing their customers with true results for children and families as well as outstanding customer service. Excellence in Action will challenge the very essence of professional behavior, professional growth and development, and professional service delivery to children and families. This journey will result in school readiness for children and self-sufficiency for families.

### Biography

Jon Walker is a Motivational Trainer and Consultant. In 1989, Jon developed J Walker Enterprises, a premiere training and development company, where his philosophy is “in order to build a better product, invest in building better people.” Jon has spent over 20 years training and developing people in both the non-profit and for-

profit sectors. Jon has trained professionals in Head Start and Early Head Start programs, Community Action Agencies and Associations, School Districts, County Governments, Early Childhood Programs and Associations, Workforce Commissions, Child Care Centers, Social Service Agencies as well as many Small and Large Businesses. Jon's training topics include; Establishing Excellence as the Standard; Leading With Intentionality; Building Departmental Metrics; Diversity for the Workplace; Strategic Planning; Building Effective Teams; Excellent Customer Service; Establishing a School Readiness Plan for Your Program; Becoming a United Front; Hiring Well and Getting Out of the Way; Policy Council and Board of Directors training; and numerous others. Jon presents at local, state and national conferences as well as conducts Trainer Development Programs designed to help professional trainers create more effective training within their organizations. Jon provides private consultation to many of the leaders in the industries in which he trains. Jon is also a dynamic and inspiring keynote speaker.

## ***Tim Nolan and Keith Johnson***

***Wednesday, November 2 from 1:00-6:00 p.m.***  
*(Wednesday Management Leadership Track)*

### ***“Creating the Optimal Environment to Empower Employees”***

This training will focus on proven strategies to create a positive culture, develop and lead through implementation of a personal/department vision, and how to have effective supervision with staff. Participants will be able to use the information provided to examine their role in creating a positive culture within their organizations/centers and the benefits of having a positive culture. Next, participants will learn what vision is, why it is important to have one, and how it can be implemented into everyday engagement with staff, children, and families. Lastly, the foundation of quality and consistent supervision will be reviewed, which allows managers to maximize employee growth and development. This training will have interactive breakout sessions/role plays designed to get participants out of their comfort zones and learn new skills that can immediately translate to improved outcomes with children and families.

### ***“Effectively Handling Difficult Employees, How to Address Conflict, and Providing Consistent Feedback”***

***Thursday, November 3 from 9:00-4:30 p.m.***  
*(Thursday Management Leadership Track)*

This whole day training will examine five major approaches to conflict and help participants learn what their main style is and how that contributes to their management styles. Participants will also see how different approaches to conflict are helpful to resolve various types of situations that they will encounter as managers. Participants will also be provided with strategies on how to handle employees that are considered difficult and how even the most difficult of employees can be empowered to contribute to the workplace. Lastly, participants will be able to incorporate learning from the first two modules into how to provide consistent feedback to employees and how to address underperforming

employees as well as reinforce those that are meeting and/or exceeding expectations. Interactive group and role play activities will help participants engage with each other and learn from their colleagues as well as challenge them to learn new skills. Participants will also receive biweekly emails for 1-2 months to reinforce concepts from the training.

***“Head Start is Making a Difference!”***  
*(Friday Afternoon Keynote)*

Head Start is making a difference in the lives of many children and families. This effort is the effect of the many dedicated staff our programs have who remain true to our mission. This presentation will focus on the many successes that Head Start is experiencing and highlight local success stories of programs in Nebraska! Staff will receive strategies needed to keep Head Start’s mission as their focus as they take their performance to the next level.

Biography

Tim Nolan, M.S., M.S., is the co-founder for the Human Services Leadership Institute and co-author of the *The Essential Handbook for Human Service Leaders*. He has worked in the human services field for approximately 10 years and is currently an Assistant Director at ChildNet, a community based care agency that oversees the intake and placement activities for children in foster care in Broward County, Florida. Tim is also an adjunct professor with the University of Phoenix where he teaches various classes in the human services. He holds a B.S. in organizational management and M.S. in human services and a M.S. in psychology.

Keith Johnson, M.S., is a co-founder for the Human Services Leadership Institute and co-author of *The Essential Handbook for Human Service Leaders*. He has worked in the field for approximately 20 years and currently serves as the Director of the Community Based Services for Home Safe in Palm Beach, Florida. Keith earned a BSW from Ball State University and his M.S. in mental health counseling from Nova Southeastern University. Keith has a background in mental health counseling and currently sees clients through his local church.

***Mike Henke***

***“HR 101”***

***Friday, November 4 from 9:00-11:00 a.m.***  
***(Friday Morning Management Leadership Track)***

Biography

Mike Henke is the General Manager of Associated Staffing, and has worked in the area of Human Resources for the last 19 years. He is currently on the Board of Directors at College Park, and was appointed by Governor Heineman to the Nebraska Diplomats. He was previously President of the Central Nebraska Human Resource Association, and President of the Chamber of Commerce Ambassadors. He works with companies throughout the Midwest in the area’s of Training and Human Resources.

# Workshop Descriptions

## Workshop A: Thursday, November 3 – 10:45-12:15

### 1. *Children in Divorce and Separation-How Do You Help?*

Presenter: Gail Brand, UNL Extension Educator-University of Nebraska-Lincoln Extension

Kids don't cause divorce but they are caught in the middle for the rest of their lives. Professionals and parents learn to keep children safe and out of the conflict during divorce and separation. Also they learn the do's and don'ts of helping children at different stages of development during divorce and separation.

### 2. *Effective Practices to Meet School Readiness Goals*

Presenter: Mary Finney-Afrank, Nebraska Early Childhood Education Manager-ICF International

Conversations are an important part of teacher child interactions. Learn strategies to assess the quality of classroom conversations. Participate in learning activities to become familiar with strategies that increase the quality of classroom conversations. Video clips of Head Start classrooms show teachers implementing these strategies.

### 3. *Growing Up Wild* (\*This is a three-hour workshop and will continue into Workshop B.\*)

Presenters: LaDonna Werth, UNL Extension Educator-Hoyt and Boyd-University of Nebraska Lincoln Extension, Ruth Vonderohe, UNL Extension Educator-Knox-University of Nebraska Lincoln Extension, and Jamie Bachmann, Outdoor Education Assistant-Nebraska Game and Park

Have you wondered how a bird eats with his beak or why spiders build webs? Exploring nature with young children is exciting and fun. Come ready to play and learn. This workshop will include hands on crafts, art projects, music, conservation activities, reading and math connections with a wild life theme. Growing Up Wild curriculum features 27 field tested, hands-on-learning, nature base activities for children ages 3-7 years of age. Growing Up Wild is correlated to the National Association for the Education of Young Children (NAEYC) Standards and the Head Start Domains. Participants will receive a free curriculum with the 3 hour training. MUST ALSO ATTEND PART 2 in "WORKSHOP B" TO RECEIVE THE CURRICULUM.

### 4. *Grow it, Try it, Like it!"*

Presenter: Darlene Bantam, DTR and Nutritionist-Family Service Child Care Food Program

Improve children's lifelong eating and physical activity habits through this garden themed nutrition curriculum developed by USDA Team Nutrition. Attend this session to experience hands-on activities included in this curriculum that introduces preschool children to new fruits and vegetables through planting activities, food tasting, art, and science.

### 5. *Working with Families: Mental Health Considerations*

Presenter: Samantha Bradley, PLMHP -Counseling Toward Hope

There are many challenges that come with working with families today. One of those challenges include working with families where a parent or caregiver has a diagnosed (or in many cases undiagnosed) mental illness. Come find out what you need to know about what mental illness may look like with the adults you work with and it may affect your work.

## Workshop B: Thursday, November 3 – 1:15-2:45

### 6. *Growing Up Wild* (\*This is a continuation of a three-hour workshop continued from Workshop A.\*)

Presenters: LaDonna Werth, UNL Extension Educator-Hoyt and Boyd-University of Nebraska Lincoln Extension, Ruth Vonderohe, UNL Extension Educator-Knox-University of Nebraska Lincoln Extension, and Jamie Bachmann, Outdoor Education Assistant-Nebraska Game and Park

Have you wondered how a bird eats with his beak or why spiders build webs? Exploring nature with young children is exciting and fun. Come ready to play and learn. This workshop will include hands on crafts, art projects, music, conservation

activities, reading and math connections with a wild life theme. Growing Up Wild curriculum features 27 field tested, hands-on-learning, nature base activities for children ages 3-7 years of age. Growing Up Wild is correlated to the National Association for the Education of Young Children (NAEYC) Standards and the Head Start Domains. Participants will receive a free curriculum with the 3 hour training. **MUST ALSO ATTEND PART 1 in "WORKSHOP A" TO RECEIVE THE CURRICULUM.**

### **7. *Nutrition Kids Can Really Swallow***

Presenter: Darlene Bantam, DTR and Nutritionist-Family Service Child Care Food Program

Most nutrition terms are often too abstract for children to understand, like vitamins and minerals. Join us to learn child appropriate phrases to use in teaching children about nutrition in a manner they can use easily grasp. We will also review which foods are best offered to young children to promote optimal cognitive and physical growth and development.

### **8. *Resources for Military Families***

Nebraska has a large military population with approximately 1,000-1,500 deployed military members each year over the last several years. Come and learn about the Emotional Cycle of Deployment for these families and about resources available through the Joint Family Support Assistance Program to increase community support for these children and families.

### **9. *Shaken Baby Syndrome and Experiences After A Child Has Survived a Traumatic Brain Injury***

Presenters: Tiffany Verzal, Mother of Alexis Verzal, Victim of Shaken Baby Syndrome and Nebraska Brain Injury Advisory Council and Brandon Verzal, Father of Alexis Verzal

Brandon and Tiffany are parents of 4-year-old Alexis Verzal. Alexis was shaken and thrown by her daycare provider when she was 14 months old, suffering a severe Traumatic Brain Injury. The presentation will include the *Shaken Baby Syndrome Safe with You* presentation, as well as their personal experience of having a child with a TBI. They will cover topics such as home life, rehabilitation, and transitioning from the hospital and into the Early Childhood Development and public school system.

### **10. *The Importance of Music in Early Childhood***

Presenter: Sue Sheneman, Early Development Network Services Coordinator-Early Development Network/Phelps Memorial Health Center

Participants will learn the importance of including music and music activities into infant, toddler, and preschoolers routines. The presentation will also focus on how music can strengthen bonds between parents, caregivers, teachers, and young children.

## **Workshop C: Friday, November 4 – 8:30-10:00**

### **11. *Let's Talk About It!***

Presenters: Pam Wistrand, Preschool Literacy Coach-University of Nebraska-Lincoln: Head Start Child and Family Development and Brenda Knapp-Preschool Literacy Coach-University of Nebraska-Lincoln: Grand Island Public Schools Early Childhood

Participants will learn strategies to increase the intensity and quality of meaningful conversations between children and adults throughout the preschool classroom daily routine. Presentation includes hands on activities and practical examples to increase supports of oral language that have been developed in partnership with classroom teachers and parprofessionals.

### **12. *Nurturing Nature Connections: Ideas to Guide Young Children's Explorations of the Natural World***

Presenter: Dr. Pamela Langlie, Early Childhood Professor-Wayne State College

This session is designed to offer participants ideas for young children to learn about nature and to develop some of their own ideas for environmental education. Stories from the creation of a new outdoor classroom will be shared as well as information on helpful teaching materials for nature learning activities. Participants will have the opportunity to organize some of their own ideas for activities into a plan specifically designed for nature experiences.

### **13. Understanding ADHD**

Presenter: Nina Baker, Health Information Coordinator-Family to Family Health Information Center at PTI Nebraska

The ADHD and ADD workshop provides an overview on how the disorders affect the learning needs of children. Strategies on how to communicate with doctors within the medical home and with teachers to create positive environments will be discussed. This workshop will give families and professionals factual information to enhance the child's living and learning environments.

### **14. What You Say and Do Matter: Bringing CLASS Concepts Alive**

Presenter: Bethanie Grass, Early Childhood Education Specialist –ICF International-Nebraska Head Start

Our interactions with children are some of the most powerful influences related to positive outcomes. Take this time to explore a variety of techniques that offer *instructional support* for preschool children as defined by the Classroom Assessment Scoring System (CLASS). Through this session discover ways to impact each child's growth and development as methods are identified to maximize teachable moments and increase children's engagement in their learning experiences. What we say and do today make a difference in children's tomorrow!

### **15. Work Doesn't Have to Be a 4 Letter Word**

Presenter: Beth Reeder, Make a Difference Training and Consultation-Wichita, KS

Participants will gain useful tools to motivate staff and volunteers as well as gain insight into the positive attributes. There will be insight into how to encourage your staff to be, "A Healthy Staff is a Happy Staff." If you work with adults this workshop is a must.

## **Workshop D: Friday, November 4 – 10:15-11:45**

### **16. Getting to Know Me Getting to Know You**

Presenter: Beth Reeder, Make a Difference Training and Consultation-Wichita, KS

Color personality will be used and participants will discover why they act and react like they do and why their co-workers do the same. Finding out what makes us tick and what drives us crazy about those little things our co-workers do and finding ways to deal with them in a healthy productive way.

### **17. Nature and Healing: Addressing the Impact of Trauma**

Presenters: Michelle Zinke, Sexual Violence Program Coordinator-Nebraska Domestic Violence Sexual Assault Coalition and Linda Zinke, Executive Director-Nebraska Association for the Education of Young Children

A large number of children experience trauma, violence, and community stressors at an early age. Nature can be a powerful force in mitigating the impact of these events. This session will provide an overview of how nature can assist with healing, as well as ideas and resources for Head Start staff.

### **18. School Readiness: Partnering with Families, Schools and Communities to Improve School Outcomes**

Presenters: Amy Bornemeier, School Readiness Coordinator-Nebraska Department of Education and Sue Spanhake, Nebraska Home Visiting Program Project Coordinator-Nebraska Department of Health and Human Services

Participants will receive a brief overview of the latest findings and recommendations for families, schools, and communities to support children's preparation to be successful in school and life. Opportunity will be provided for input on Nebraska's School Readiness Project, and for development of strategies which support school readiness within individual communities. Specific focus will be on transition planning and home visiting.

### **19. Strategies for Including Children with Special Needs in the Classroom**

Presenter: Erin Hamel, Lecturer-University of Nebraska-Lincoln

Practices and strategies will be presented to help teachers support the participation of young children with disabilities in the classroom. Practical suggestions for planning and teaching will be shared so participants can easily implement upon return to their programs.

### **20. We Dig Dirt: Additional Strategies for Supporting Infants and Toddlers in Outdoor Classrooms**

Presenter: Chris Kiewra, Education Specialist-Nature Explore: Dimensions Educational Research Foundation and Arbor Day Foundation

Discover effective ways to facilitate meaningful infant and toddler learning experiences inspired by nature. Gain positive solutions for addressing some of the challenges of working with very young children outdoors through hands-on activities. Many practical ideas for helping infants and toddlers grow up with a sense of wonder will be shared.

### **Hotel Accommodations:**

Reservations can be made by contacting Midtown Holiday Inn, **Cost is \$68.00 (+tax)** (1-4 occupants.) To get the special rate, call by October 21, 2011, and please let the hotel know you are with the NeHSA Conference.

***Midtown Holiday Inn, 2503 South Locust Street, Grand Island, NE 68801  
1-800-548-5542 or 308-384-1330***

***Or***

Reservations can be made by contacting Howard Johnson Riverside Inn, **Cost is \$69.00 (+tax)** To get the special rate, call by October 26, 2011, and please let the hotel know you are with the NeHSA Conference.

***Howard Johnson Riverside Inn, 3333 Ramada, Grand Island, NE 68801  
308-384-5150.***

### **Conference Questions:**

For more conference information or questions, contact Cheryl Denner, NeHSA Training Coordinator, at 402-729-2278 ext. 116 or email [cdenner@bvca.net](mailto:cdenner@bvca.net).

All registrations will be mailed to and questions related to registrations should be directed to Ammie McAlevy, at 402-462-4187 ext. 107 or email [amcalevy@hshn.org](mailto:amcalevy@hshn.org).

**We thank the following vendors or exhibitors who will be supporting and/or participating at the NeHSA Conference:  
(as of publication time)**

**ChildPlus Software**

**Constructive Playthings**

**EducationQuest Foundation**

**Follett Library Resources, Inc.**

**Lakeshore Learning Materials**

**Learning Props**

**Nebraska Association for the Education of Young Children**

**Nebraska Head Start Association**

**Nebraska Head Start-State Collaboration Office**

**Sonia's Purses, Etc.**

**PTI Nebraska**

**The Teacher's Lounge**

**Usborne Books & More**

**This conference is sponsored in part with funds from the  
Nebraska Head Start-State Collaboration Office.**

**NeHSA also recognizes support to the conference provided by:**

**Grand Island/Hall County Convention and Visitors Bureau  
Midtown Holiday Inn**



**Nebraska Head Start Association Annual Conference:  
November 3 and 4, 2011 at the Midtown Holiday Inn  
Management Leadership Track:  
November 2, 3 and 4 at the Howard Johnson Riverside Inn**

**Registration Form**

Name \_\_\_\_\_ Grantee (if applicable) \_\_\_\_\_

Local Program Name or Agency \_\_\_\_\_

Street/Mailing Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Daytime Phone \_\_\_\_\_ Email \_\_\_\_\_

I have special dietary needs. Please specify: \_\_\_\_\_

**CONFERENCE REGISTRATION FEES** (check the appropriate category):

	Received <u>Before 10/26/11</u>	Received <u>After 10/26/11</u>
NeHSA Management Leadership Track Registration Fee: _____ \$125		_____ \$150
(Check One)		<b><i>Limited to the First 150 Registrations!</i></b>
Includes: *Free Copy of book "The Essential Handbook for Human Service Leaders"		
*Wednesday afternoon light snack		
*Continental breakfast and noon lunch on Thursday and Friday.)		

NeHSA Annual Conference Registration Fee: _____ \$100	_____ \$125
(Check One)	
Includes: *Continental breakfast and noon lunch on Thursday and Friday	
*Thursday afternoon light snack	

Presenter at Conference: \_\_\_\_\_ FREE (Please check here)

(All presenters receive free NeHSA Annual Conference registration as described above.)

**Registration of Workshops for the NeHSA Conference:** Registration may be limited for some workshops due to room space or classroom materials. Therefore; write in Workshop selection-**First Choice, Second Choice, and Third Choice**. Workshops will be filled in the order registrations are received.

	1 <sup>st</sup> Choice	2 <sup>nd</sup> Choice	3 <sup>rd</sup> Choice
<b>Thursday, November 3</b>			
<b>Workshop A</b>	___	___	___
<b>Workshop B</b>	___	___	___
<b>Friday, November 4</b>			
<b>Workshop C</b>	___	___	___
<b>Workshop D</b>	___	___	___

**MAIL REGISTRATION AND PAYMENT TO:** (Checks payable to: NeHSA)  
Head Start Child & Family Development Program, Inc.  
Attn: Ammie McAlevy  
123 Marian Rd.  
Hastings, NE 68901