

LEADERSHIP INSTITUTE

# L.E.A.D

(LEADERSHIP, EQUITY, ADVOCACY, DIVERSITY)

MAY 5<sup>TH</sup>, 2023

Meadowlands Hilton Hotel  
East Rutherford, NJ



New Jersey Association for the  
Education of Young Children

An Affiliate  
of **naeyc**<sup>®</sup>

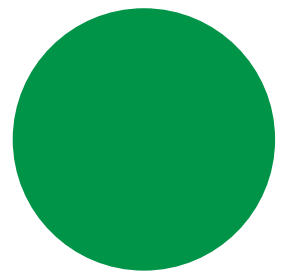
Leadership Institute

# L.E.A.D (Leadership, Equity, Advocacy, Diversity)

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## Schedule of Events

7:30 am–8:30 am	Registration/Exhibitors/Breakfast
8:30 am–8:45 am	Welcome
8:45 am–9:45 am	Keynote Presentation
9:45 am–10:00 am	Break
10:00 am–11:30 am	Session I Workshops
11:30 am–1:00 pm	Lunch/Business Meeting/Exhibits
1:15 pm–2:45 pm	Session II Workshops



## Keynote Speaker

# Lucy Y. Recio

Senior Advisor, Narrative and Movement Building, NAEYC



Lucy serves as the Senior Advisor for Narrative and Movement Building at NAEYC. In this role, Lucy advances NAEYC's vision for an equitable, diverse, well-prepared, and well-compensated early childhood education profession by providing strategic and operational leadership that integrates the voices, stories, and experiences of early childhood education professionals in NAEYC's programs, services, and impact. Her work is anchored by her roots as a community organizer and rests on more than fifteen years of building dynamic and effective issue advocacy campaigns, programs, and systems to inform policy and legislation, shape public understanding and perception, and create processes for meaningful constituent engagement and advocate mobilization.

Lucy first joined NAEYC in 2016 and has served as both NAEYC's Senior Public Policy Analyst and Director of Advocacy. She has led grassroots mobilization, digital engagement, and national story collection campaigns to increase public investments towards child care and early learning, quadrupled NAEYC's advocate capacity and engagement, driven equity and power building conversations within the early childhood education space, and helped secure more than \$54 billion in COVID-19 relief dollars for the child care sector.

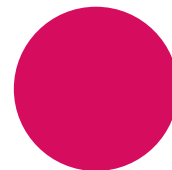
Lucy also serves as an adjunct faculty member at Georgetown University's McCourt School of Public Policy and at the University of Wisconsin-Whitewater, where she relies on her current work and previous positions with the Office of the Bronx Borough President in New York City, the Bronx LGBTQ Center, the National Black Child Development Institute, and as a high school Spanish teacher, to support, mentor and coach the next generation of policy leaders.

A native of the Dominican Republic, Lucy takes pride in the many ways her bicultural, binational reality inform her professional orientation alongside her bachelor's degree in international culture and politics from Georgetown University and master's in public administration from CUNY—Baruch College, a distinction she received as a National Urban Fellow.

### Keynote

#### *Building a Transformative Movement for ECE: The Case for Fostering Equity in Advocacy*

Despite a rich history of leaning into advancing equity in the early childhood education profession, our advocacy efforts have not always centered the voices and experiences of marginalized communities that are central to building inclusive social justice movements. Using feedback from online community building and advocacy cohorts, alongside an exploration of tactics and best practices from similarly oriented movements, join the National Association for the Education of Young Children's Senior Advisor for Narrative and Movement Building, Lucy Recio, in a vibrant discussion on how early childhood educators, providers, early education champions and advocates can foster equity in advocacy in service of a movement that results in an ECE system that truly meets the needs of young children, their families, early childhood educators, and our broader society.



## AM Workshops 10:00 am – 11:30 am

### 1. **Developing a Game Plan: Shifting the Culture of Professional Development through Coaching**

*Bhakti Bhatt, MA (ECE) Senior Professional Development Specialist, Bright Horizons, Co-Chair, Asian-Pacific Islander Employee Advisory Group*

Coaching and training are often used interchangeably, leading many to believe there's no difference between coaching and training. Add mentoring and consulting into the mix, and it gets even more confusing. During this session, we will examine the power that is coaching. We will share steps and processes for improving the professional competencies of your educators through individualized, reflective, strength-based coaching.

### 2. **Leading a Leader**

*Samantha Coté, Child Care Director, Grace Early Learning Center YMCA OF MEWSA*

In this workshop, we will take an in-depth look into the skills and traits necessary and integral to leading a team of leaders. We will dive deep into the nuances surrounding this topic, participate in hands on activities, and share experiences with our fellow influencers. Leading starts with "you", and this session will provide the opportunity to boost confidence in your own Leadership. You will hone in on your skill set, while identifying areas that other members of your team need to thrive. All the information shared & discovered will help you to create a high-functioning team of individuals whose skills complement each other. Engage with us as we learn that it is not about teaching an old dog new tricks, it is about throwing the ball in such a way that everyone is enticed to run after it.

### 3. **Building Early Learning Latiné Educators (BELLE) : Creating a Leadership Pipeline to Support Dual Language Learners**

*Alexandra Figueras-Daniel, Assistant Research Professor & Bilingual ECE Senior Policy Specialist-NIEER; Carmen Espinosa, Research Project Coordinator, NIEER; Liteove Tighe, Director of Early Childhood Education- Passaic Public Schools; Maria Martinez, Preschool Teacher, Children's Day Preschool and Family Center, Passaic; Mariluz Lopez, Education Supervisor- Children's Day Preschool and Family Center, Passaic; Susan Morales, Preschool Teacher- Orange Public Schools; Vanessa Fernandez, Preschool Teacher, Acelero Learning, Carteret*

This session will describe BELLE, which is a program designed to increase knowledge about evidence-based classroom supports for dual language learners and to create a pipeline of leaders in the early childhood space that is more representative of the bilingual, Latine children we serve in the state of New Jersey. The session will include a panel discussion including the participants from the current and pilot cohorts who will share what they have learned and how BELLE is supporting their own professional development.

*AM Workshops continue on the following page*

## AM Workshops 10:00 am – 11:30 am (cont.)

### **4. Investing in Child Care: How NJ is supporting Child Care as an Economic Infrastructure**

*Alex Himmel Senior Advisor, Child Care, New Jersey Economic Development Authority (NJEDA)*

The fundamental importance of child care in economic development is no longer in question following the needs highlighted during the peak of the Covid-19 pandemic. Yet, the industry still finds itself in an ongoing and precarious state, parents in the workforce have unmet needs, and these small businesses, primarily owned by BIPOC women, are struggling to keep their businesses afloat. The New Jersey Economic Development Authority (NJEDA) serves as the state's principal agency for driving economic growth and has invested over \$100 million to take a holistic approach to economic development recognizing child care is our most important social infrastructure. Participants will learn about how grant opportunities from the NJEDA such as the NJ Child Care Facilities Improvement Grant and the Small Business Improvement Grant are intended to give small businesses access to capital and improvement funding in order to make other critical investments to grow and sustain their businesses.

### **5. Gender Diversity: supporting children, families and staff**

*Margie Brickley, MEd, IMHE® IV, Content Specialist, Faculty and Advisor, Infant and Family Development and Early Intervention Program, Bank Street College of Education*

As our awareness of gender diversity grows, we are often unprepared for conversations with children, families and staff. Additionally, we are negotiating long-held familial and cultural beliefs. This workshop will offer an opportunity to think deeply about gender, examine our own beliefs and biases, and develop a plan for supporting everyone in our program.

## PM Workshops 1:15 pm – 2:45 pm

### **6. Inclusive Leadership: Building Diverse Cultures of Inclusion and Belonging**

*Bhakti Bhatt, MA (ECE) Senior Professional Development Specialist, Bright Horizons, Co-Chair, Asian-Pacific Islander Employee Advisory Group*

As leaders and role-models, it is imperative we create a culture in our early childhood centers that honors, includes, and celebrates the vibrant mix of backgrounds, cultures, and experiences contained within. Creating feelings of belonging for all employees is one of the best methods to improve employee engagement, performance, and help support business goals. Join us as we define inclusive leadership, review the importance of inclusion and belonging in the workplace, explore ways to help staff feel a sense of security and support, and practice activities to promote and build authentic connections.

### **7. Plan YOUR Road Map to Quality with Grow NJ Kids!**

*Lori Harrje, M.S. Ed, Special Projects Manager, Grow NJ Kids Technical Assistance Center North; Eve Robinson, M.S. Ed, Program Director, Grow NJ Kids Technical Assistance Center North at the Central Jersey Family Health Consortium; Jennice Webb, M.A., Doctoral Candidate, Education Director, The Salvation Army and Dorian Restrepo, MBA, Child Care Director, The Salvation Army*

Are you an early childhood leader wondering if going through the work of participating in Grow NJ Kids is worth it? Maybe you lead a program that is already NAEYC accredited and you feel that one evaluation system is enough; why take on a second? Join us to discuss and reflect on the benefits of 'reaching for the stars' with leaders from child care centers and the Grow NJ Kids Technical Assistance Center North. Learn strategies for leading your team towards the Grow NJ Kids quality standards and finding success in the most impactful way possible.

*PM Workshops continue on the following page*

## PM Workshops 1:15 pm – 2:45 pm (cont.)

### **8. Implementing the Self-Evaluation of Supports for Emergent Bilingual Acquisition (SESEBA: A teacher's journey to learning and implementing research-based strategies for dual language learners)**

*Ayaxy Podulka, Preschool Teacher- Jersey City Public Schools, Bernice Vazquez, Preschool Teacher- Passaic Public Schools; Brenda Andress, Preschool Instructional Coach- Orange Public Schools, Carol Gough-DaSilva, Preschool Teacher- Orange Public Schools; Jessica Torres, Preschool Instructional Coach- Passaic Public Schools; Mariana Bejerano, Supervisor Early Childhood Department- Jersey City Public Schools.*

This session will provide an overview of the Self-Evaluation of Supports for Emergent Bilingual Acquisition (SESEBA), a tool developed at NIEER to guide teachers and coaches through ongoing self-reflection of practices supportive of dual language learners in the classroom. Through a total of six items including: Gathering information, Family Involvement, Classroom Environment, Planned Activities, Social Emotional Supports, and Supports for Language and Literacy Development, the tool guides teachers and coaches to learn research-based strategies and how to self-reflect to create continuous improvement for themselves. The session will be led by teachers and coaches currently implementing the tool in their classrooms who will also share their perspectives on how SESEBA is benefiting them on a daily basis in their various settings and contexts.

### **9. Concepts to Build a Strong Business and Increase Sustainability**

*Amanda L. Krause - DiScala, Ed.M, Project Manager, NJ Shared Resources, NJAEYC*

In this workshop, we will review the concepts of shared services platforms and alliances as well as the iron triangle and other important Shared Services basics. We will also review options available within New Jersey and virtually that you can engage with today. Participants will examine their current practices and develop a plan for action steps to take so that they can build a strong business and increase their sustainability.

### **10. Delegation: Ways to Stress Less and Produce More**

*Jennifer Romanoff, Lightbridge Franchise Company*

Come interact with colleagues to understand ways in which administrators can use delegation to not only motivate employees, but also as a way to stress less by paying attention to necessary priorities. Learn time management tricks, how to show others their talents are appreciated and leave with ideas that can be immediately implemented into every day practice.



# REGISTRATION

Registration Fee for registrations received by April 15th

After May 1st an additional \$25 will be charged

NJAEYC Members (Standard and Premium levels): \$119

NJAEYC Entry Level Members: \$149

Non-members: \$169

Join now at [www.naeyc.org/membership](http://www.naeyc.org/membership) and receive the member rate

Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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

Position: \_\_\_\_\_

Employer Name: \_\_\_\_\_

Congressional District: \_\_\_\_\_

Don't know click here to find out <https://njaeyc.org/voter-voice/>

Workshop Choices:

AM 1st Choice \_\_\_\_\_ 2nd Choice \_\_\_\_\_

PM 1st Choice \_\_\_\_\_ 2nd Choice \_\_\_\_\_

*Breakfast and lunch are included*

You can register and pay online at [www.njaeyc.org](http://www.njaeyc.org) or by mail to:

NJAEYC

PO Box 1024

Barnegat Light, NJ 08006

For more information, you can call 732-329-0033 or email [mail@njaeyc.org](mailto:mail@njaeyc.org)



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