

***The Power of Partnerships:
Uniting to Create Impact***



California Child Care Resource & Referral



**Preliminary Program for the
Virtual Conference**

November 5-6, 2025

Virtual Conference Schedule

Wednesday, November 5th	Thursday, November 6th
8:30am - 9:45am - Welcome & Opening Keynote	8:30am - 9:45am - Welcome & Opening Keynote
10:00am - 11:00am - Workshops	10:00am - 11:00am - Workshops
11:00am - 11:15am - Break	11:00am - 11:15am - Break
11:15am - 12:15pm - Workshops	11:15am - 12:15pm - Workshops
12:15pm - 1:15pm - Lunch Break / <i>Optional - Lunch Networking Opportunities or Visit with Exhibitors & Sponsors</i>	12:15pm - 1:15pm - Lunch Break / <i>Optional - Lunch Networking Opportunities or Visit with Exhibitors & Sponsors</i>
1:15 pm - 5:00 pm - Workshops On Demand / Visit with Exhibitors & Sponsors / Networking Opportunities	1:15 pm - 2:30 pm - Afternoon Keynote and closing
3:30pm - 4:30pm - Virtual "Happy Hour" Networking	1:15 pm - 5:00 pm - Workshops On Demand / Visit with Exhibitors & Sponsors /Networking Opportunities

Welcome from the R&R Network and Thriving Families CA Foundation

Welcome & Morning Plenary Speaker: Dr. Junlei Li
8:30 - 9:45 a.m.

***Building Early Relational Health Through Simple,
Ordinary Human Interactions***



When we feel uncertain and overwhelmed as caregivers, educators, and helping professionals, there are a lot of noises inside and outside telling us what we do is not enough and may never be enough. Whether we work with children, support families, or serve our communities, we invest ourselves in building genuine relationships with human beings. This presentation is intended as a reflection and a reminder that the simple, ordinary interactions we have with other human beings do in fact matter. They are the building blocks of positive childhood experiences that support our resilience and well-being.

Junlei Li, Ph.D. holds the Saul Zaentz faculty chair in Early Childhood Education at Harvard Graduate School of Education. As a developmental psychologist, his research and practice focus on supporting the helpers – those who serve children and families on the frontlines of education and social services. Studying orphanages, child care, schools, youth programs, he co-develops the “Simple Interactions” approach (www.simpleinteractions.org) to help affirm what ordinary people do extraordinarily well with children in everyday moments. His work is significantly inspired by the pioneering work of Fred Rogers when he served as the Co-Director and Rita M. McGinley Professor for Early Learning and Children’s Media at the Fred Rogers Center.

Preliminary List of Workshops

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

A. Supervisando con Empatía y Claridad: Liderazgo Efectivo en Equipo Diversos (Live)

Patricia Navarro, Center for Nonprofit Management

Strand: Executives & Managers

Este taller en español ofrece herramientas prácticas para fortalecer el liderazgo y la supervisión en equipos diversos. A través de actividades participativas, los asistentes reflexionarán sobre las características de un buen liderazgo, cómo establecer expectativas claras y cómo apoyar distintos estilos de aprendizaje.

B. Anti-Racism Principles & the Importance of DEIB

Presenters TBD

Strand: Demanding Racial and Economic Justice/Diversity, Equity and Inclusion

Description TBD

C. Aligning Enrollment Practices with Compliance Requirements (Live)

Diana Velasco & Jessica Kranz, Go Kids, Inc.

Strand: AP Administration

This workshop will focus on how enrollment practices directly impact compliance outcomes and how to minimize errors. This workshop will guide participants through best practices for aligning enrollment procedures with state and federal requirements. This session will highlight common enrollment errors that trigger audit findings and offer practical strategies to build stronger, compliance-ready systems through training and internal auditing practices.

D. Funding Terms and Conditions- CDSS (Live)

Deborah Rawson, Administrator, Policy Office & Ronald Johnson, Education Consultant, CDSS

Strand: AP Administration

The team from the Policy Office within the Child Care and Development Division will be presenting on the Fiscal Year 2025-2026 Funding Terms and Conditions and the Program Requirements. They will be highlighting the changes to the organization of the documents and applicable policy changes.

E. Finding Common Ground in Polarizing Times (Live)

Rainbow Markell, CA Child Care R&R Network

Strand: Promoting Self-Care, Wellness & Resilience

With so much going on in our communities, country and the world, it is time to increase our compassion and take care of each other. Often, we have not been given the skills of addressing issues that may lead to conflict avoidance. In this workshop we will practice skills to find common ground taking care of ourselves in the process.

F. Community Care Licensing (CCLD) Essentials: Licensing Updates, Common Citations, and CAB Information

Carla Fernandes-Goes & Danielle Cinder, CA Dept of Social Services, Community Care Licensing Division, Child Care Program

Strand: Working with Providers

This workshop provides a comprehensive overview of critical information for community care providers, covering recent licensing updates, frequently cited deficiencies, and the functions of the Centralized Application Bureau (CAB). The goal is to equip attendees with the knowledge and resources necessary to maintain compliance, prevent deficiencies, and navigate the licensing process efficiently. It will serve as a vital resource for community care providers. The emphasis is on fostering a culture of compliance and continuous learning to ensure the health and safety of individuals in care.

G. What's New with My Child Care Plan? (Recorded)

Gretchen Howard, Oscar Tang, Shirley Martinez & Janessa Valino, CA Child Care R&R Network

Strand: Building Knowledge in the Child Care Field

Join the My Child Care Plan team to learn how to make the most of California's child care consumer education website. Since launching in October 2022, MyChildCarePlan.org has grown to serve over 10,000 users and 2 million visitors, helping families find child care and their local R&R, and enabling providers to update their business profile. Learn about the improvements we've made to the site this past year, and best practices for showcasing your R&R and child care services on MyChildCarePlan.org.

H. Hope & Help: State Resources to Empower Crime Victims & Families (Live)

Jennifer Rocco, California Victim Compensation Board (CalVCB)

Strand: Strengthening Families/Trauma-Informed Care

Violent crime can deeply impact the well-being of children, families, and communities. This workshop will introduce participants to state-funded resources available to victims of crime and their families (victims who suffer physical injury or emotional injury due to the threat of physical injury may qualify for assistance), emphasizing access, equity, and community partnerships. Led by a CalVCB executive,

the discussion will offer insights into available support services, advocacy tools, and strategies to help families rebuild and heal.

I. Connecting Providers and Families with Services and Supports for Children with Developmental Delays or Developmental Disabilities (Recorded)

Herman Kothe, Alta Regional Center & Grace Hartman, CA Child Care R&R Network

Strand: Working with Children/Emerging Issues

This workshop will cover what steps families and child care providers can take when seeking services and support for children with suspected or confirmed developmental delays and disabilities. It will cover eligibility criteria and common services and supports offered by the Regional Center system.

J. State Budget and Legislative Roundup for Child Care in 2025 (Live)

Julia Forte Frudden, Child Care Law Center & Jennifer Greppi, Parent Voices

Strand: Policy/Advocacy

Child care should be a civil right, not a privilege dictated by social injustices and limitations. This training will cover what is included in the 2025-26 California state budget and this year's policy bills for child care. You will learn how child care providers and parents play a central role in creating policies that work for them through legislative advocacy. With your peers, you will also receive an overview of the state budget process and how your advocacy can impact new laws.

Wednesday, November 5, 2025

11:15 a.m. – 12:15 p.m.

K. State of the California Early Educator Workforce (Live)

Wanzi Muruvi & Anna Powell, Center for the Study of Child Care Employment

Strand: Executives & Managers

CSCCE conducted a massive statewide survey of early education programs in California in Spring 2025. We will unveil state- and country-level data on the current state of the early educator workforce and the programs in which they work. The session will include the educator characteristics, pay, and well-being, as well as site staffing enrollment levels. Come join us to get access to the data and talk about what is needed in state and local public policy.

L. Positionality & The Unspoken Power Dynamics in the Room: (Recorded)

J Carlin, LMFT & Nalani Calamur, LMFT

Strand: Demanding Racial & Economic Justice/Diversity, Equity and Inclusion

The hidden and not-so-hidden levels of social capital we have in interactions can play a huge role in how we move forward, build common ground, and accomplish essential equity goals. This workshop explores the ways we make workplace decisions and how class affects those decisions.

M. Putting Child Care Within Reach: Rights and Resources for Families (Live)

Laurie Furstenfeld, Child Care Law Center

Strand: AP Administration

Families with special circumstances (foster care, homelessness, fire damage, and CAIWORKs) have rights protected under the law. Child care subsidies can put thousands of dollars back into the pockets of families. This training will 1) provide information on affordable child care programs available for families, 2) explore how families can choose the best care for their family's needs, and 3) explain how to sign up for state funded programs.

N. Contract Monitoring Common Findings and Promising Practices-CDSS (Live)

Megan Jones, Education Administrator, Program Quality and Improvement Branch at CDSS. Patricia Rodriguez, Education Administrator, Program Quality and Improvement Branch at CDSS & Vanessa Saunders, Program Integrity and Improvement Section Manager at CDSS

Strand: AP Administration

The Child Care and Development Division will review the Contract Monitoring Review process including what to expect at initial 30-day notification, pre-meetings, and the on-site visit components of the CMR process. This presentation will also include updates to the Program Integrity Monitoring Tool, including changes to Equipment Purchasing Approval Request (EPAR) and Subcontract approvals.

O. Honoring Your Unique Temperament (Live)

Donnamarie Fuller, Hively

Strand: Promoting Self-Care, Wellness & Resilience

In your work with children, families, and staff, you spend a great deal of time identifying and working with the temperament of others so that everyone can enjoy a positive environment, experience a decrease in behavioral issues, and benefit from improved learning opportunities. The more you care for, support, and collaborate with others the less time there is to honor your unique temperament. How do you stay true to who you are while serving others?

P. California Department of Social Services Equity-Centered Quality Rating and Improvement System Advisory Panel Information (Recorded)

Lisa Sullivan & Nadirah Jones, California Dept. of Social Services

Strand: Working with Providers

The California Department of Social Services (CDSS) will present on their Equity-Centered Quality Rating and Improvement System (EC-QRIS) Advisory Panel. The presentation will share the background and goals of the Advisory Panel as well as plans for the next steps in the revision of the CDSS implemented QRIS.

Q. Implementación de Estrategias de Aprendizaje de Lenguaje Oral Personalizado (POLL) con Proveedores de Cuidado Infantil en el Hogar (Implementing Personalized Oral Language Learning (POLL) Strategies in Home Based Settings) (Live)

Stephany Delaney, CA Child Care R&R Network

Strand: Building Knowledge in the Child Care Field

Este taller virtual interactivo proporcionará a entrenadores de agencias de recursos y referencias con estrategias del marco del Aprendizaje de Lenguaje Oral Personalizado (POLL) para ayudar a los proveedores de cuidado infantil en el hogar a fortalecer el desarrollo del lenguaje oral de los niños pequeños a través de apoyos familiares, ambientales y educativos. Los participantes aprenderán técnicas prácticas para promover el bilingüismo y el desarrollo del lenguaje en el hogar.

R. Father Friendly Principles & Whole Family Support (Recorded)

Kevin Bremond, First 5 Alameda County

Strand: Strengthening Families/Trauma-informed Care

Description TBD

S. Protecting Children in Immigrant Families ACCESS to ECE (Live)

Eva Rivera & Liza Davis, Children's Partnership

Strand: Working with Children/Emerging Issues

National immigration policies are impacting California's immigrant families, threatening children's safety and well-being. ECE centers must be safe, inclusive spaces for all children. This session will explore how immigration policies affect ECE access and offer tools to support immigrant families.

T. Highlighting Opportunity for Shared Advocacy: Early Educators and Parents Perspectives on Child Care in California (Live)

Wanzi Muruvi, Center for the Study of Child Care Employment

Strand: Policy/Advocacy

Early educators and parents share common ideals for early care and education (ECE) programs. Yet inadequate public investment creates systemic challenges such as low wages, limited workforce support, and high costs for families that can make the ideals unattainable while also risking creating unnecessary tension in educator-parent relationships. Drawing on statewide educator and parent survey data we highlight the shared perspectives and common goals, emphasizing how the systemic barriers present an opportunity for the shared advocacy critically needed to strengthen and transform the ECE system.

Thursday, November 6, 2025
Welcome and Plenary Session
8:30 - 9:45 a.m.

Opening Remarks by Gina Fromer, Ph.D., GLIDE San Francisco, Thriving Families CA Board President and John Jones, CocoKids, R&R Network Board President

Morning Plenary Speakers:
Director Jennifer (Jen) Troia and Dr. Lupe Jaime-Mileham
The Power of Partnerships: Working Together to Create Impact



Jennifer (Jen) Troia is the Director of the California Department of Social Services (CDSS). Jen has over 20 years of experience working on programs and policies serving children, adults, and families experiencing need or vulnerability and is deeply passionate about CDSS' mission to serve, aid, and protect Californians. Prior to her work at CDSS beginning in 2020, Jen worked in various capacities in the California Legislature from 2008-2019. Before that, she started her career as an attorney and advocate for children and youth in foster care. Jen earned a Juris Doctor Degree from the University of California, Berkeley, and a Bachelor of Arts degree in Business Administration from the University of Florida.



Dr. Maria Guadalupe "Lupe" Jaime-Mileham, is the Deputy Director of the Child Care and Development Division (CCDD) at CA Department of Social Services. Previously, since 2014, Lupe was the Senior Director for Early Care and Education at Fresno County Superintendent of Schools; and for over 14 years, was the Deputy Director at the Central Valley Children's Services Network, where she administered many of the programs transferred to CCDD. Lupe earned a Doctor of Education degree from California State University Fresno in Educational Leadership, a Master of Education degree from National University in Cross-Cultural Education, and a Child Development Director Permit.

Thursday, November 6, 2025
10:00 a.m. – 11:00 a.m.

U. High-Functioning Executive and Board Partnerships (Live)

Matthew J. Cahill, CEO & Principal Consultant, Percipio Company

Strand: Executives & Managers

Strong partnerships between executives and boards are essential for nonprofit sustainability, impact, and trust. Yet even the most mission-driven leaders can find themselves navigating power dynamics, communication breakdowns, and unspoken expectations that limit effectiveness. In this highly interactive one-hour session, Matthew Cahill, CEO of Percipio Company, will guide nonprofit CEOs and Executive Directors through practical strategies to strengthen board relationships, surface and reduce hidden biases, and build a culture of belonging at the top. Participants will also explore how to establish guardrails and guidelines for ethical AI adoption—ensuring technology decisions align with organizational values and community trust. Attendees will leave with insights they can immediately apply to

create resilient, collaborative, and high-functioning executive-board partnerships that support thriving organizations.

V. Listening to Connect: Strengthening Relationships Through Active Listening- Part 1 (Live)

Cassie Whitebread & Fiona Oliphant, Healing Equity United

Strand: Demanding Racial and Economic Justice/Diversity, Equity and Inclusion

This is an interactive workshop that explores how active listening can be a powerful tool for building trust, disrupting bias, and engaging more effectively in conversations about identity, privilege, and oppression. Participants will reflect on personal triggers, practice deep listening skills like pausing, affirming, and staying present, and apply those tools to real-world DEIB scenarios. Through guided exercises and dialogue, the session offers a supportive space to strengthen connection, lower defensiveness, and foster more inclusive communication.

W. Internal Program Audits and Communication of Program Changes- Part 1 (Recorded)

Carmen Rios, Blanca Rios, Elizabeth Ramirez & Denise Del Cid Parada, Child Development Associates San Diego

Strand: AP Administration

Join us for an engaging workshop where we demystify our agency's internal AP program auditing system! Discover how files are selected for review, how data shapes reports, and how these insights fuel quality improvement training and policy development. Plus, learn how to track, communicate, and sustain key program changes to ensure staff stays informed. Whether you're new to auditing or looking to refine our audit processes, this session will equip you with essential knowledge to enhance program efficiency and impact.

X. Eligibility and NEED- CDSS (Recorded)

Vanessa Saunders, Manager, Program Integrity and Improvement Section & Kim Pawlowicz, Consultant, Program Quality and Improvement Branch at CDSS

Strand: AP Administration

This workshop will provide an overview of regulatory requirements in determining eligibility and need for Alternative Payment Programs. It is designed for caseworkers, program administrators, and support staff who determine family eligibility and need, and ensure compliance with state and federal regulations.

Y. Self-Care and Wellness (Recorded)

Paula Herrera and Lisvet Cruz, Family Resource Center

Strand: Promoting Self-Care, Wellness & Resilience

This training will highlight the importance of nurturing our physical, emotional, and

mental well-being, offering practical strategies and tips to support a healthier, more balanced lifestyle.

Z. Your Home, Your Rights: Housing Protections for Child (Live)

Giani Interiano-Brown, Child Care Law Center

Strand: Working with Providers

This training will explain the housing rights of California family child care providers. Topics of discussion will include protections from unlawful conduct by 1) landlords and other housing providers, 2) cities and counties, and 3) insurance companies. Attendees will learn about California housing protections for family child care providers and helpful resources.

AA. Food Program Updates

CACFP Roundtable

Strand: Building Knowledge in the Child Care Field

Description TBD

BB. Healing Hearts and Minds with Music: Music Helps to Heal Trauma (Live)

Maryann Harman, Music With Mar

Strand: Strengthening Families/Trauma-Informed Care

Unfortunately, many children have already experienced trauma and giving them ways to cope can help reduce the impact of high ACEs scores. Music is one of the best tools because songs can affect the brain emotionally, physically and cognitively. Whether you're happy or sad, grateful or mad, music will help your brain deal with the feeling.

CC. Keeping Children Safe in an Emergency

Lana Frisby, Lionheart Safety & Soyla Madrigal, CA Child Care R&R Network

Strand: Working with Children/Emerging Issues

This workshop provides resource and referral trainers with the knowledge and tools needed to support child care providers in preparing for and responding to natural emergencies. It covers the importance of emergency preparedness in child care settings and how it protects children.

DD. Keep It Simple: Harnessing the Power of Stories and Data for Advocacy (Part 1) (Live)

Candida Duperrior & Lily Stewart, CA Child Care R&R Network, McKenzie Richardson, Thriving Families CA Foundation

Strand: Policy/Advocacy

As we prepare for the federal battle ahead of us, learn how to harness the power of storytelling and data collection. You'll hear from a diverse range of agencies

and voices about how to track, visualize, and communicate your program's impact. You'll also walk away with tangible templates, resources, best practices, and recommendations that you can bring back and implement at your agency.

Thursday, November 6, 2025

11:15 a.m. – 12:15 p.m.

EE. *Mentally Healthy Workplaces: Creating an Intergenerational Environment of Communication, Well-Being and Respect (LIVE)*

Danica Selvaggio and Edgar Escobar, Big Brothers, Big Sisters of Ventura County

Strand: Executives & Managers

This workshop focuses on creating mentally healthy workplaces by acknowledging intergenerational differences - from Gen Z to Baby Boomers - and promoting an inclusive environment where communication, self-care, and mental health are prioritized. Participants will learn to identify and navigate generational differences, and develop strategies that support team well-being and retention.

FF. *Listening to Connect: Strengthening Relationships Through Active Listening- Part 2 (Live)*

Cassie Whitebread & Fiona Oliphant, Healing Equity United

Strand: Demanding Racial and Economic Justice/Diversity, Equity and Inclusion

This is an interactive workshop that explores how active listening can be a powerful tool for building trust, disrupting bias, and engaging more effectively in conversations about identity, privilege, and oppression. Participants will reflect on personal triggers, practice deep listening skills like pausing, affirming, and staying present, and apply those tools to real-world DEIB scenarios. Through guided exercises and dialogue, the session offers a supportive space to strengthen connection, lower defensiveness, and foster more inclusive communication.

GG. *Internal Program Audits and Communication of Program Changes- Part 2 (Recorded)*

Carmen Rios, Blanca Rios, Elizabeth Ramirez & Denise Del Cid Parada, Child Development Associates, San Diego

Strand: AP Administration

Join us for an engaging workshop where we demystify our agency's internal AP program auditing system! Discover how files are selected for review, how data shapes reports, and how these insights fuel quality improvement training and policy development. Plus, learn how to track, communicate, and sustain key program changes to ensure staff stays informed. Whether you're new to auditing or looking to refine our audit processes, this session will equip you with essential knowledge to enhance program efficiency and impact.

HH. Addressing Staff Challenges in Early Education – Insights from an AP Program Team (Live)

Beatriz Aguilar & Liliana Osorio, Pathways LA

Strand: AP Administration

This workshop, led by a team that has navigated multiple staffing challenges this year, offers practical strategies for leaders managing Alternative Payment (AP) programs. We'll share how we supported staff through transitions, attracted strong candidates, and adapted to changing regulations—without overburdening frontline teams. Join us for insights, tools, and real-world solutions to strengthen your workforce.

II. The Value of Wellness & Personal Care (Live)

Shalonda Ingram, Strategize & Kym Cadle, Pure Ambition Consulting

Strand: Promoting Self-Care, Wellness & Resilience

Description TBD

JJ. Child Care and Development Quality Initiatives (Live)

Heather McLellan-Brandusa & Sandra Gonzales-Pabon, CA Dept of Social Services (CDSS)

Strand: Working with Providers

The Learning, Equity Advancement & Development Office (LEAD) provides system infrastructure and professional development support to the childcare workforce. LEAD engages in continuous quality improvement through advocacy, professional development, and workforce initiatives. The Quality Initiatives Presentation will provide information on CCDD Quality Initiatives.

KK. Children, Climate Change, and Early Care & Education Facilities (Live)

Samantha Peyton, Low Income Investment Fund

Strand: Building Knowledge in the Child Care Field

Participants will be able to: explain the unique impact of climate change on children's developing bodies, understand how child care facilities can be an intervention point to mitigate the effects of climate change on young children, identify ECE facilities design and operations best practices to withstand extreme weather.

LL. Community Collaboration & Partnership During Emergency Events (Live)

Holly Nett & Julie Coats, Child Care Aware of America

Strand: Strengthening Families/Trauma-Informed Care

Establishing strong partnerships helps CCR&R agencies address community needs by leveraging the expertise of various organizations. CCAoA's Emergency Preparedness team emphasizes collaboration with emergency management, public health, and community stakeholders to ensure child care is included in emergency planning efforts. Building partnerships in advance improves disaster response effectiveness.

MM. The Power of Us: Understanding, Upholding, and Maximizing Impact on Title 22 Regulations Children's Personal Rights (Live)

Carla Fernandes-Goes, CA Dept of Social Services, Community Care Licensing Division, Child Care Program

Strand: Working with Children/Emerging Issues

This workshop aimed to empower participants – including childcare providers, administrators, social workers, advocates, and concerned community members – with a comprehensive understanding of children's personal rights as stipulated under Title 22 Code of Regulations requirements for community care facilities. The core premise is that by collectively understanding, actively upholding, and strategically maximizing their impact, participants will be equipped with knowledge and tools to ensure that children in these facilities can have their well-being and development significantly improved in licensed care facilities and their personal rights protected and promoted.

NN. Roundtable: Ideas and Best Practices for Harnessing the Power of Stories and Data for Advocacy (Part 2) (Live)

Candida Duperrior & Lily Stewart, CA Child Care R&R Network, McKenzie Richardson, Thriving Families CA Foundation

Strand: Policy/Advocacy

As we prepare for the federal battle ahead of us, leaning on existing partnerships and making new connections is an advocacy superpower. Join us in an open discussion with agencies across California to explore new ideas, learn best practices, and share tips & tricks for gathering stories, making data beautiful, and showcasing your impact. Share best practices for communicating community impact with data and stories from families and providers.

Thursday Afternoon Plenary Speaker & Closing

Dr. Kenneth Wesson

Educational Consultant: Neuroscience

1:15 - 2:30 p.m.



Young children's brains are built, not born! Learn how early experiences shape the structure and function of the brain - and matter even more than those later in life. Brain development is influenced by our experiences. And this presentation will discuss how positive parenting, caregiving and learning in stress-free environments are necessary to support children by promoting resilience and stimulating brain growth and development.

[Dr. Kenneth Wesson](#) is a former higher education faculty member and administrator. He delivers keynote addresses on the neuroscience of learning for educational organizations and institutions through the United States and overseas. His audiences range from early childhood specialists to university-level educators. He has spoken to educators from six of the world's seven continents. His research is frequently published and referenced in Parents Magazine, HealthNet, and the journal Brain World. He is also a contributing author to the Frog Street Press ECE Instructional materials.

Workshops On-Demand

The following sessions are available on-demand beginning at 10:00 a.m. November 5, 2025

(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.)

OO. When Do You Call It?

J Carlin, LMFT

Strand: Executives & Managers

How do you decide to terminate employment from a compassionate leadership perspective? We never hire a new staff person with the intention of firing them one day, but sometimes the proverbial writing is on the wall. This workshop helps us avoid the "sunk cost fallacy" (investing long past the time we should have let go) and the belief that more coaching will solve the issues to make the hard but brave decision to move someone out.

PP. IGP: Changing California's Landscape

Ashley Stith, Grant Taylor, Anastasia Fraser-Montgomery, California Dept. of Social Services & Chris Bajarias, Asia Simon, Low Income Investment Fund

Strand: Working with Providers

The Infrastructure Grant Program (IGP) demonstrates how coordinated investments and a shared vision can transform early care in California. By funding facilities, workforce development, and access in underserved areas, IGP enhances availability, quality, and sustainability of child care.

UU. TrustLine 101

Nick O'Dowd & Nova Nevraumont, CA Child Care R&R Network, Kim Griffith & Henry Galan, California Dept. of Social Services

Strand: Building Knowledge in the Child Care Field

This workshop is an overview of the TrustLine background check program including how it started and got to where it is today, how the process works from fingerprints to final results, how the program is carried out by the R&R Network and CDSS and guidance for local agencies how to implement the program in their Communities.

VV. Screen Time & Young Children, Strategies and Resources for Age Appropriate Screen Time in Early Education

Sandra Cruz & Breana Marquez, PBS SoCal

Strand: Working with Children/Emerging Issues

In this interactive session, the California Department of Public Health and PBS SoCal will review strategies for developmentally appropriate use and selection of high-quality media. The California Department of Public Health will explore research findings on screen time with young children and explore free and bilingual multimedia resources from PBS SoCal and PBS KIDS. Participants will explore digital games, books, and public media tools to assist their creation of positive screen time and learning experiences during circle time, at the playground, or on the go.

WW. Why ECE Share Resources?

Ren Mayhue & Grace Hartman, CA Child Care R&R Network

Strand: Building Knowledge in the Child Care Field

ECE Resources California is a website full of verified resources focused on supporting child care businesses and all home-based child care providers, available for FREE! Join us as we discuss why resource and referral agency staff should be sharing this tool with providers, and how they can use the website as a support system for their work.