

**2016 Director's Retreat
Granbury Resort Center
Granbury, Texas
March 3-4, 2016**

*Let the Children . . . Come.Play.Learn
(Mark 10:13-16)*

Session Titles and Descriptions
(alphabetical by presenter)

Understanding Gender Development in Boys

Understanding Gender Development in Girls

In these sessions, you will gain a deeper understanding of why males and females can struggle with their sexual identity. This valuable information will assist you in helping teachers and parents in creating healthy gender formation in children. *(Ricky Chelette)*
(Core Competency for Administrators: Implementing a Developmentally Appropriate Curriculum and Environment 5.2,4)

Emergency Planning: Handling an Angry Parent/Intruder

You think it will never happen to you! But awareness and preparedness is the key to dealing with emergencies. This session will provide an overview of the requirements and needs for an Emergency Plan and how to respond to disruptive or unwanted visitors and parents. *(Mike Garcia)*

(Core Competency for Administrators: Maintaining a Healthy and Safe Environment 4.1,2)

Open Carry Law: What You Need to Know

You heard about it, read about it, but what does it mean for weekday programs? This session will provide valuable information about the new Texas Open Carry Law and how it affects your school, teachers, parents, and children. *(Mike Garcia)*

(Core Competency for Administrators: Maintaining a Healthy and Safe Environment 4.1,2)

New Directors: Come. . .Learn

This two-hour session is designed for Directors with three years or less experience. Come learn about the key aspects of being a weekday Director. Explore the minimum standards, how to prepare for an inspection, how best to train staff, and minister to families. This is your opportunity to ask questions and learn from someone who has been there! *(Paula Hatley)*

(Core Competencies for Administrators: Establishing and Maintaining an Effective Organization 1.2; Human Resource Leadership and Development 3.3,4)

Planning a Fun, Safe Summer Program for School-age Kids

If you need ideas for themes, activities, and field trips for after-school and summer programs for school-age kids, this is your session! Safety policies and procedures while planning and participating in field trips will be a highlight of this discussion.

(Paula Hatley)

(Core Competencies for Administrators: Establishing and Maintaining an Effective Organization 1.1,2)

Being a Pro-Active Supervisor

Need help understanding what it means to “supervise” your teachers? This session will be a discussion of the benefit of proactive versus reactive supervision. Topics include hiring, training, establishing policies, evaluations, and motivating and encouraging staff members. *(Paula Hatley)*

(Core Competency for Administrators: Human Resource Leadership and Development 3.4)

Being the Boss: Essential Skills for Leading Your Team

This session will provide the tools to grow personally as a life-long learner, as you lead others in the effective, high quality care of young children and families. This session will focus on five essential life skills, 1) focus and control, 2) taking another’s perspective, 3) communication, 4) making connections and 5) critical thinking, that make a leader effective. *(Ann McKittrick)*

Core Competency for Administrators: Human Resource Leadership and Development 3.1,2,3,4)

Growing Great Teachers Through Mentorship

This session will define the value of mentoring in connecting staff to the mission and overall goals of your program. You will learn how you, as a Director, can mentor teachers, as well as ways to develop a broad culture of mentorship and support among your staff. You’ll come away with a plan for developing a mentoring process and an overview of successful mentoring strategies.

“Sometimes, the experts forget they were once beginners.

You must be gentle with beginners; they have great potential to be experts.”

— Lailah Gifty Akita

(Ann McKittrick)

(Core Competencies for Administrators: Establishing and Maintaining an Effective Organization 1.2; Human Resource Leadership and Development 3.3,4)

Come . . . Learn What Jesus Said About Children

Jesus’ blessing of the children shocked the disciples and many of the bystanders as evidenced in Mark 10:13-16. What was the significance of Jesus’ response to His disciples and what can we learn from Jesus’ example?

(Dr. Shelly Melia)

(Core Competencies for Administrators: Establishing and Maintaining an Effective Organization 1.1); Implementing a Developmentally Appropriate Curriculum and Environment 5.1,2,4)

Servant Leadership: Growing the Kingdom through your Teachers

Robert Greenleaf said, "Anybody can lead perfect people--if there were any". Your weekday ministry is full of imperfect teachers and your leadership style will surely be tested (on a regular basis). One of the key indicators of great leadership is how much growth occurs in the people you are trying to lead. This session will focus on the development of people through biblical servant leadership. *(Dr. Shelly Melia)*
(Core Competency for Administrators: Human Resource Leadership and Development 3.3,4)

Come . . . Learn About the Need for Play (Opening Keynote)

Why is play so important for the development of the child? How does play affect brain development and learning. What is play? This informative keynote will answer many vital and important questions about the need to provide the appropriate kinds of play for children. *(Dr. Debbie Rhea)*

(Core Competencies for Administrators: Establishing and Maintaining an Effective Organization 1.1); Maintaining a Healthy and Safe Environment 4.2)

How to Bring the Church into Your Weekday Ministry

Do you feel like it is "weekday program" vs. "church"? Do you feel like it's "mine" vs. "theirs"? Join us for an informative session on bringing your church into your Weekday Program. From the first "hello" to the last "goodbye", see how weekday and church can work together towards the common goal of telling children about Jesus.

(Debbie Richardson)

(Core Competency for Administrators: Instituting Family and Community-Centered Programming 6.2)

Measure Twice — Hire Once!

Teachers, quite literally, have our future in their hands. So selecting and hiring the right teacher is of paramount importance. This interactive, practical session will explore how to make that great hire by: 1) taking the time to assess what success looks like; 2) designing behavioral questions that really give insight into a candidate's match with the position; 3) investing time and know how to check, check, check the candidate's background to know you have that great fit! *(Rollie Richmond)*

(Core Competency for Administrators: Human Resource Leadership and Development 3.4)

How to Look Polished On and Off the Clock

Is how you dress really important? Does your dress give the message that "What I'm doing here is really important?" How can you dress as an early childhood professional and still be comfortable? This session will provide practical suggestions for looking put-together and provide encouragement and reminders of how beautiful God created each of us! *(Caitlin Skidmore)*

(Core Competency for Administrators: Human Resource Leadership and Development 3.1)

Learning Through the Eyes of a Child with Disabilities *(Paula B. Tinker)*

This session will allow participants to learn more about disabilities that could impact a young child's learning and behavior. We will overview several disabilities, ranging from early warning signs of ADHD and autism, to hearing or visual impairments. We will then identify ways to structure the classroom environment that will best support the children with different learning, social, or physical needs. Participants will feel more comfortable in identifying differences, accommodating those differences, and ultimately accepting all of God's children into their care.

(Core Competency for Administrators: Implementing a Developmentally Appropriate Curriculum and Environment 5.2,3)