



MARYLAND
FAMILIES ENGAGE

The 2019 Maryland Family Engagement Summit

Understanding Implicit Bias:
Engaging Families in Culturally Responsive Ways

Thursday, Aug. 8, 2019

(7:30 - 8:30 am Registration and Networking)

8:30 am - 4:30 pm

Maritime Conference Center
692 Maritime Blvd.
Linthicum Heights, MD 21090

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Featuring Keynote:

Dr. Rosemarie Allen,

a nationally-recognized
early childhood author,
leader and expert!



Program

Registration, Breakfast and Networking **7:30-8:30 AM**

Welcome and Greetings **8:30-8:45 AM**

Dr. Carol A. Williamson, Deputy Superintendent, Office of Teaching and Learning, Maryland State Department of Education

Keynote **8:45-10:15 AM**

Culturally Responsive Family Engagement - Dr. Rosemarie Allen, Associate Professor in the School of Education at Metropolitan State University of Denver, President & CEO Institute for Racial Equity & Excellence

Break/Transition Time **10:15-10:30 AM**

Morning Workshop **10:30-12:00 PM**

Networking Lunch **12:00-1:00 PM**

Transition Time **1:00-1:15 PM**

Panel Discussion **1:15- 2:45 PM**

Suspension & Expulsion: Bridging the Gap between Early Childhood and Public Schools
Facilitator - Kelly Etter, Ph.D., Vice President of Early Childhood Equity Initiatives, The Policy Equity Group

Break/Transition Time **2:45-3:00 PM**

Afternoon Workshop **3:00-4:30 PM**

Conclusion **4:30 PM**

*Visit our MSDE, Division of Early Childhood Education Stations for wonderful state resources
(Located in the hallway)*

Wi-Fi = CCMIT (No password)

Keynote Speaker



Dr. Rosemarie Allen, Associate Professor in the School of Education at Metropolitan State University of Denver, President & CEO Institute for Racial Equity & Excellence

Dr. Rosemarie Allen has served as a leader in early childhood education for over 35 years. Her life's work is centered on ensuring children have access to high quality early childhood programs that are developmentally and culturally appropriate. She is currently an Assistant Professor in the School of Education at Metropolitan State University of Denver. Her classes are focused on ensuring teachers are aware of how issues of equity, privilege, and power impact teaching practices. Rosemarie has served in directorship roles with the Colorado Department of Human Services where she was responsible for the State's child care licensing program, the federal child care assistance program, the redesign of the State's quality rating and improvement system, the implementation of the State's professional development plan, and assisted in the creation of Colorado's early learning guidelines. Rosemarie serves on the Pyramid Equity Program, is a respected keynote speaker, and has the distinct honor of being appointed as a "Global Leader" to represent the United States at World Conferences across the globe.

Dr. Allen recently launched a new non-profit; Institute for Racial Equity & Excellence (IREE) which serves as the lead agency for ensuring equity in educational practices throughout the nation. July 2016, IREE was awarded a 1.5 million-dollar contract to monitor and license child care centers using a model she created, "Culturally Responsive Community Based Licensing". Rosemarie also served on President Obama's "My Brother's Keeper" (MBK) initiative, Early Childhood Task Force. In that role, she was the national expert on implicit bias and culturally responsive practices, speaking at conferences across the country. She also created a course for MBK which was distributed nationally in efforts to reduce and ultimately eliminate preschool suspensions.

Rosemarie earned her B. A. from California State University, Masters of Education from Lesley University and Doctorate Degree in Leadership for Equity in Education from the University of Colorado, Denver.

Workshops

- A. How to Engage Families that are Under-Represented (AM Session Only)** **Room: A111**
Dr. Rosemarie Allen, Associate Professor in the School of Education at Metropolitan State University of Denver, President & CEO Institute for Racial Equity & Excellence
Research shows that high quality early childhood and family engagement improves outcomes for the most vulnerable children. This workshop will provide strategies for engaging families that are under-represented, who appear 'invisible' and those who may be reluctant to accept and receive services. Information on challenges families face in accessing services will be included as well as information on the role of implicit bias, trauma, and culturally responsive practices in connecting with these families.
- B. Implicit Biases in Early Childhood Settings (AM Session Only)** **Room: A113**
Dr. Walter Gilliam, PhD, Director of The Edward Zigler Center in Child Development and Social Policy and Professor of Child Psychiatry and Psychology, Yale University
This presentation will discuss the latest findings regarding preschool expulsion and suspension, gender and racial disproportionality, and potential causes for disparities, including bias. The presentation will focus on research findings, how early educators understand implicit bias, and preschool expulsions/suspensions within a social justice and civil rights framework.
- C. Self-Care For Those Who Give (PM Session Only)** **Room: A111**
D'Lisa Ramsey Worthy, M.Ed., Co-Director Center of Excellence in Infant and Early Childhood Mental Health, University of Maryland, School of Medicine, Department of Psychiatry
This workshop talks about self-care and how to plan to take time to care for yourself. It will include self-care strategies and self-care exercises.
- D. Social Emotional Strategies for Young Children (PM Session Only)** **Room: A113**
Anna Simulis, Early Childhood Behavioral Health Coach, Worcester County
In this workshop, providers will delve more deeply into understanding, preventing and planning responses to challenging behaviors in young children through the use of teaching appropriate social emotional skills. This workshop will focus on how the adults in the room are the key factor in teaching those replacement skills which can dramatically reduce suspension and expulsion. This training is geared towards parents, clinicians, child care providers and teachers of young children through elementary school.
- E. Introduction to Language-Focused Family Engagement** **Room: A302**
Lorena Mancilla, Ph.D., Director of Early Years, WIDA
This interactive workshop introduces participants to language-focused family engagement. This unique approach to family engagement centers firmly on multilingual learners and their families by drawing attention to language learning and development that occurs both in-and-out of school. Participants will explore and discuss the need to integrate the fields of language education and family engagement to better support multilingual learners and their families.
- F. A Call to Action: A Vision for Equity and Excellence for Families and Children** **Room: A303**
Petrea J. Hicks, Early Childhood Specialist, XYZ, The End Result LLC Childhood Training
In this workshop, participants will review important historic events of equity that shaped American education and society. Economic inequality will be recognized as a problem that affects all racial and ethnic groups and how to support parents and families to advance their own interests through education and advocacy. Small group discussions and collaborative learning include strategies to strengthen family's abilities to foster long-term change through experiences that support their parenting, careers, and life goals.

G. Adverse Childhood Experiences (ACEs)**Room: A304****Naketta Lowery, CEO, Sustainable Life Solutions LLC**

This workshop will provide an opportunity for participants to learn how Adverse Childhood Experiences (ACEs) are traumatic events that occur in a child's life such as physical or sexual abuse, neglect, household dysfunction or witnessing violence. Research has shown that these types of experiences have a direct impact on children's developing brains and the immune system, increasing the risk for negative health and well-being outcomes as an adult. Adverse childhood experiences are common and cut across demographics such as income level, race, and culture. This presentation will provide participants with an in-depth look at the neurological impact of ACEs on health and well-being, as well as explore factors that increase resiliency. Participants will leave with a deeper understanding of ACEs & what it means to help build & support resilient self-healing communities.

H. Dismantling Privilege and Structural Racism: How Implicit Bias and Privilege Affect Our Interactions with Families**Room: A306****Karmen Rouland, Associate Director of Technical Assistance & Training, Mid-Atlantic Equity Consortium (MAEC), Center for Education Equity and Dr. Heather Tomlinson, Senior Specialist, Early Childhood and Family Engagement, Mid-Atlantic Equity Consortium (MAEC), Center for Education Equity**

In this workshop, participants will learn how culturally responsive family engagement leads to positive outcomes for children and families. As practitioners, it is important to consider the many ways in which our own identity and experiences shapes the way we interact with and engage with families and our students. In this workshop, participants will explore the meanings of implicit bias and privilege. Participants will identify the ways in which bias is shaped and its interconnectedness with power and structural racism. We will discuss what this means for families and how we can use our own agency to improve the structures that often times serve as barriers to families. We will examine our practice and develop best practices for working with families.

I. Stepping Stones to Equity, One Family at a Time**Room: A307****Kimberly Buckheit, Specialist School Completion & Alternative Programs, Maryland State Department of Education (MSDE) Division of Student Services and Terrell Sample, Maryland Coordinator, Project AWARE**

Providing high quality early intervention services that value the unique characteristics of children and families engages specific knowledge and skills. In this workshop, participants will learn how embracing practices that lead to equity becomes critical for building a positive environment that leads to the healthy development of every child. The use of positive feedback and consequences toward different children in unequal amounts develops a child's perception of self-worth and ability. Participants will engage in several activities that will prompt them to reflect upon their interactions with children and caregivers from the lens of equity, and gain the tools to help build a more equitable environment for all.

J. Music, Movement and Learning: Building Muscles in Young Brains!**Room: A300****Dr. Mike Longoria, Ph.D. (A.K.A. Dr. Mike), Early Childhood Consultant, Curriculum Developer**

*In this workshop, participants will learn how music and movement are powerful multi-sensory experiences that make learning fun and exciting for **ALL** children. This meaningful approach accelerates learning and promotes long term retention while developing school readiness, literacy skills, and knowledge and understanding in other academic areas. Furthermore, music and movement creates neural pathways which is critical in preparing young children for reading. Altogether, music and movement brings JOY to education!*

Panel Facilitator



Kelly Etter, Ph.D., Vice President of Early Childhood Equity Initiatives, The Policy Equity Group

Dr. Kelly Etter is Vice President of Early Childhood Equity Initiatives at the Policy Equity Group, LLC. Dr. Etter is an expert in the field of early childhood education and seeks to improve child outcomes by building the capacity of adults who work with and on behalf of children. She has experience in early childhood settings as a teacher, school psychologist, early childhood mental health consultant, and child therapist. She uses these experiences to inform her current work at a systems level to promote the latest innovations in science and policy while giving voice to the needs and challenges of those on the ground. Prior to her work at The Policy Equity Group, she was the Public Policy and Research Associate for Teaching Strategies and a Research Assistant at Brown University. Dr. Etter has co-authored many articles, has an extensive list of presentation credits, and is a contributing author on the *Teaching Strategies GOLD*® assessment system. She trained as a school psychologist and earned a Ph.D. in education at the University of California, Berkeley, and has a bachelor's degree in psychology from Middlebury College.

Panelists

Dr. Rosemarie Allen, Associate Professor in the School of Education at Metropolitan State University of Denver, President & CEO Institute for Racial Equity & Excellence

Dr. Rosemarie Allen has served as a leader in early childhood education for over 35 years. Her life's work is centered on ensuring children have access to high quality early childhood programs that are developmentally and culturally appropriate. She is currently an Assistant Professor in the School of Education at Metropolitan State University of Denver. Her classes are focused on ensuring teachers are aware of how issues of equity, privilege, and power impact teaching practices. Rosemarie has served in directorship roles with the Colorado Department of Human Services where she was responsible for the State's child care licensing program, the federal child care assistance program, the redesign of the State's quality rating and improvement system, the implementation of the State's professional development plan, and assisted in the creation of Colorado's early learning guidelines. Rosemarie serves on the Pyramid Equity Program, is a respected keynote speaker, and has the distinct honor of being appointed as a "Global Leader" to represent the United States at World Conferences across the globe.

Dr. Walter Gilliam, PhD, Director of The Edward Zigler Center in Child Development and Social Policy and Professor of Child Psychiatry and Psychology, Yale University

Dr. Walter Gilliam is the Director of The Edward Zigler Center in Child Development and Social Policy and Professor of Child Psychiatry and Psychology at the Yale University Child Study Center. He is the current board president of Child Care Aware of America; a member of the board of directors for ZERO TO THREE, the Irving Harris Foundation, First Children's Finance; a research fellow of the National Institute for Early Education Research; and former Senior Advisor to the National Association for the Education of Young Children. Dr. Gilliam is co-recipient of the prestigious 2008 Grawemeyer Award in Education for the coauthored book *A Vision for Universal Preschool Education*. His scholarly writing addresses early childhood care and education programs, school readiness, and developmental assessment of young children. His work frequently has been covered in major national and international news outlets, and he actively provides consultation to state and federal decision-makers in the U.S. and other countries.

Mary M. Gunning, Director, Catholic Charities Head Start of Baltimore City

Mary M. Gunning is the Director of Catholic Charities Head Start of Baltimore City and has completed 37 years of service with Catholic Charities of Baltimore. She holds a B.A in Theology and Sociology from Fordham University and a Masters in Social Work from the University of Maryland School of Social Work. She has served on numerous boards and councils, including the National Head Start Association, Maryland Committee for Children, South Baltimore Learning Center, South Baltimore Family Health Center, Washington Village/Pigtown Neighborhood Planning Council, Judy P. Hoyer Advisory Council and Catholic Charities' Diversity, Equity and Inclusion Council. She is a past President of the Maryland Head Start Association, and the Region III Head Start Association. She currently is a board member of the Maryland Family Network where she chairs the Public Policy Committee. She also serves as a board member of Sisters Academy of Baltimore.

Mary is a lay Associate member of the School Sisters of Notre Dame where she co-chairs the Haiti Committee. In 2007 she was named one of Baltimore's Top 100 Women by The Daily Record. In 2013 she received Catholic Charities' Distinguished Service Award. She enjoys reading, traveling and officiating girls' basketball and lacrosse.

James LeMon, Executive Director Community, Parent, and School Outreach, Howard County Public Schools

James LeMon is a 25 year resident of Howard County, and has been married for twenty years and he has three sons. He currently lives in Ellicott City and has been employed by the HCPSS for the past nineteen years, the last fifteen as an administrator. He is currently the Executive Director of Community, Parent, and School Outreach. Prior to his current role he was the Principal at Wilde Lake High School for six years, an Assistant Principal at Hammond HS, Marriotts Ridge HS, and Patapsco MS. He also was an alternative education teacher at Mt. Hebron HS. Mr. LeMon (a former Licensed Social Worker) had several other work experiences including being on the Univ. of Md. Child Mobile Psychiatric Crisis Team in Baltimore City for five years, he also was a Juvenile Probation Officer, a Child Protective Services Worker, and a football and track coach.

James LeMon received his Bachelor's Degree in Physical Education from West Virginia University. He also received his Master of Science in Physical Education/Teacher Education, and a Master of Science Degree in Community Health Education from West Virginia University School of Medicine. He later obtained his third Masters of Social Work degree from the University of Maryland, and his Administration and Supervision Certification from Johns Hopkins University.

Virginia “Ginny” Simoneau, Director of Children's Center of Walkersville

Virginia “Ginny” Simoneau has been a driving force in the early childhood community in Frederick County for over 32 years. She is an Army Veteran and has a family owned small business child care center, Children’s Center of Walkersville (CCW) that she opened in 1987. This program is accredited through the Maryland State Department of Education and has achieved the highest level in Maryland EXCELS which is the Quality Rating Improvement System for child care programs in Maryland. Ginny’s philosophy is to embrace all children as unique individuals and guide them in developing their full potential-socially, emotionally, physically and cognitively. To that end, her volunteer efforts in the community have centered on ensuring that supports for families and children are accessible to all. Ginny’s passion for children and strong, healthy families is connected to her belief that solid community partnerships benefit everyone. Ginny received the Governor’s Service Award for Life Time Achievement in 2018 for her work on behalf of young children.

Workshop Presenters

Dr. Rosemarie Allen (AM Workshop Only)

Dr. Rosemarie Allen has served as a leader in early childhood education for over 35 years. Her life's work is centered on ensuring children have access to high quality early childhood programs that are developmentally and culturally appropriate. She is currently an Assistant Professor in the School of Education at Metropolitan State University of Denver. Her classes are focused on ensuring teachers are aware of how issues of equity, privilege, and power impact teaching practices. Rosemarie has served in directorship roles with the Colorado Department of Human Services where she was responsible for the State's child care licensing program, the federal child care assistance program, the redesign of the State's quality rating and improvement system, the implementation of the State's professional development plan, and assisted in the creation of Colorado's early learning guidelines. Rosemarie serves on the Pyramid Equity Program, is a respected keynote speaker, and has the distinct honor of being appointed as a "Global Leader" to represent the United States at World Conferences across the globe.

Kimberly Buckheit

Kimberly Buckheit spent the first 10 years of her professional career working at the Kennedy Krieger Institute as a Behavior Specialist, providing school and home based behavior supports for students with developmental disabilities. Upon receiving her school leadership degree from Goucher College she relocated with her family to the coastal town of Camden, Maine. Kim worked as an elementary and middle school Principal for 16 years. She was recognized as a National Distinguished Principal in 2013, Middle Level Principal of the Year in 2013, and the National Association of Secondary School Principals Breakthrough School Principal in 2014. She was elected by her peers to be President of the Maine Principals Association 2013-2015.

In 2015 she relocated with her husband to Manassas, Virginia and became the Principal of a large, racially diverse, urban middle school. Kim has successfully transformed five "failing" schools during her time as a public school Principal. The various recognitions allowed her to work closely with the National Association of Secondary School Principals presenting several years at the national conference as well as the national middle level conference. She has advocated at the national level for students and school leaders during the development of ESSA regulations, and contributed to the revision of Breaking Ranks released in 2018 by NASSP titled "Building Ranks".

Dr. Walter Gilliam (AM Workshop Only)

Dr. Walter Gilliam is the Director of The Edward Zigler Center in Child Development and Social Policy and Professor of Child Psychiatry and Psychology at the Yale University Child Study Center. He is the current board president of Child Care Aware of America; a member of the board of directors for ZERO TO THREE, the Irving Harris Foundation, First Children's Finance; a research fellow of the National Institute for Early Education Research; and former Senior Advisor to the National Association for the Education of Young Children. Dr. Gilliam is co-recipient of the prestigious 2008 Grawemeyer Award in Education for the coauthored book *A Vision for Universal Preschool Education*. His scholarly writing addresses early childhood care and education programs, school readiness, and developmental assessment of young children. His work frequently has been covered in major national and international news outlets, and he actively provides consultation to state and federal decision-makers in the U.S. and other countries.

Petrea J. Hicks, M. Ed.

Petrea Hicks has experience that spans over 25 years in public, private and federal positions in the field of elementary education and early childhood education. Hicks is an approved trainer in Maryland and Washington D.C offering consultation, technical assistance, mentoring, and coaching to enhance the quality of early child care programs. She received international recognition through Child Care Exchange Leadership Initiative and recently published an article with Child Care Exchange magazine. She has presented at local and statewide early childhood workshop conferences including 2017 & 2018 National Association for the Education of Young Children (NAEYC) annual conferences.

Dr. Mike Longoria (A.K.A. Dr. Mike)

Dr. Mike has 26 years of early childhood background as a preK, kindergarten, and special education teacher, EC administrator and university professor. Dr. Mike is a national renowned speaker on the power that music and movement has in learning. He has keynoted early childhood conference across the country and has conducted professional development nationally. Dr. Mike also develop multi-sensory resources that engage young children in powerful and exciting language and literacy skills. His resources are being used in childcare centers, Head Start, PreK and kindergarten classroom across the country.

Naketta Lowery

Naketta Lowery is the CEO of Sustainable Life Solutions LLC, a Coaching & Professional development company. Her background is in Family Science & Community Development with a focus on group dynamics & cohesion. She is a certified Neuroscience, Epigenetics, ACEs, & Resilience (N.E.A.R) Trainer of trainers, an internationally certified Personal & Executive coach, nationally certified Family Life educator, internationally certified parent educator, and speaker. Mrs. Lowery is also the mother of multiple magnificent children & grandmother to 1 brilliant grand-baby!

Lorena Mancilla, Ph.D.

Lorena Mancilla is an advocate for culturally and linguistically diverse children and families. She is a former bilingual/ESL classroom teacher and also has experience teaching graduate-level courses on instructing and assessing multilingual children and youth. Dr. Mancilla currently serves as Director of Early Years at WIDA, a project of the Wisconsin Center for Education Research at the University of Wisconsin–Madison. In her role, she oversees the development of resources that support young multilingual children in early care and education settings. At WIDA, she also served as the lead researcher and developer for family engagement initiatives, a professional development facilitator, and core member of the team that developed the WIDA Spanish Language Development Standards. Dr. Mancilla completed her Ph.D. in Curriculum and Instruction at the University of Wisconsin–Madison. Her research focuses on Latino parent engagement in K–12 language education.

Karmen Rouland

Karmen Rouland oversees the Center for Education Equity's (CEE) technical assistance portfolio. Prior to joining CEE, Karmen worked at the intersection of education policy and data at the District of Columbia Office of the State Superintendent of Education (OSSE) providing various approaches to problem-solving educational and policy issues facing DC educators and youth. Karmen has over 10 years of experience conducting research on education equity and serving as a youth mentor. Since 2006, Karmen continues to teach undergraduate and graduate-level education courses for pre-service and in-service teachers. Karmen holds a B.S. in Psychology from Howard University and her M.S. and Ph.D. from the Combined Program in Education and Psychology at the University of Michigan. Karmen is a proud board member of Girls Prep, Inc. and is a Commissioner with the Montgomery County Maryland Commission for Women.

Anna Simulis, LCSW-C (PM Workshop Only)

Anna Simulis relocated from upstate New York to the eastern shore in 2008 where she became the Clinical Therapist for youth in a treatment foster care independent living program. Since that time, she has worked as a Clinical Therapist, PRP Specialist and Program Director for an outpatient mental health clinic, Program Coordinator for the Early Childhood Mental health Consultation Project at Salisbury University, Adjunct Professor at Salisbury University and is currently the Early Childhood Behavioral Health Coach for Worcester County Public Schools. Anna has completed the Early Childhood Mental Health Certificate through University of Maryland and the TOT certifications in both Social and Emotional Foundations for Early Learning and from the Devereux Center for Resilient Children for Facing the Challenge: Working with Children with Challenging Behaviors. Anna is also certified as a Trauma Informed Therapist through the Justice Resource Institute in Massachusetts.

Dr. Heather Tomlinson

Dr. Heather Tomlinson is the Senior Specialist, Early Childhood and Family Engagement at MAEC. She worked for The World Bank, UNICEF, NAEYC, Sen. Kennedy and NIH and co-founded a nonprofit for refugees. She is co-author of The Early Years Matter, NAEYC's developmentally appropriate practice series and SAGE Encyclopedia of Contemporary Early Childhood Education.

D'Lisa Ramsey Worthy, M.Ed. (PM Workshop Only)

D'Lisa Worthy is the CoDirector for the Center of Excellence in Infant and Early Childhood Mental Health at the University of Maryland Baltimore School of Medicine. D'Lisa has served young children, their families and the people who serve them for over 25 years in a number of capacities. She is the current President for the Infant and Early Childhood Mental Health Association of Maryland and DC.



MARYLAND
FAMILIES ENGAGE

It's Never Too Early to ENGAGE, CONNECT and LEARN!



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education
matter.



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Join a community of child care
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committed to continuous quality
improvement.

Families:

Choosing the right care can be a
challenge. Use our Find A Program tool
to find high-quality child care and early
education programs near you.



Maryland Child Care Scholarship

Do you need help with the cost of child care?

You may be eligible for financial assistance if:

- You are a resident of Maryland;
- You are working; attending school, participating in an approved activity, or Receiving Temporary Cash Assistance;
- You are receiving or pursuing voluntary or court-ordered Child Support from an absent parent; and
- You meet all other program requirements.

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1-866-243-8796**

Maryland Child Care Subsidy Program



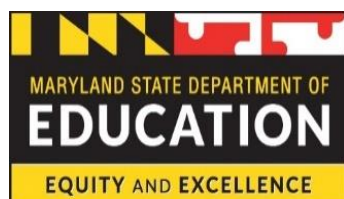
A Child's First Scholarship

Family Size	Gross Countable Income
Family of 2	\$48,637
Family of 3	\$60,081
Family of 4	\$71,525
Family of 5	\$82,969
Family of 6	\$94,413
Family of 7	\$96,558
Family of 8	\$98,704
Family of 9	\$100,850
Family of 10	\$102,996



The Maryland Family Engagement Coalition wishes to thank its chair and co-chair Dorothy Stoltz, and Keri Hyde, and the Summit Planning Committee members for their planning support.

A special thank you to Dr. Carol Williamson, Steven Hicks, the Division of Early Childhood at the MSDE, Dr. Rosemarie Allen, Dr. Walter Gilliam, Kelly Etter, and all parents, panelists, and presenters for helping to make today's Summit a success. Their commitment and support are greatly appreciated.



Division of Early Childhood

