

Friday

3:00- 4:15

Addressing Gender Bias in the Early Childhood Space

A candid conversation identifying ways adult language and modeling can teach unconscious gender bias as well as discouraging self-confidence, and positive body image for the children in our care. This workshop will provide some tools to modify our approach and create a safe, open, inclusive environment for both the families we serve and society at large.

Cammie McKinney (She/Her/Hers) is a queer black career nanny of 10 years with 16 years total of childcare experience. She started as a one on one for autistic children and later transitioned into a Lead Teacher at a Reggio Emilia preschool. She uses a combo of philosophies in her nanny practice such as montessori, reggio, and gentle caregiving and is all for advocating and allowing children to become their whole selves. Cammie believes in teaching young ones about consent, being inclusive as well as anti-racist ; her favorite age to care for is newborn to toddler. She has previously hosted an IG live series called A Different World where she talks to other Black nannies about their experiences and knowledge within the nanny industry.

Amber Sembly (She/Her/Hers) is a career nanny who specializes in newborn and toddler care. She holds a bachelors degree in Developmental Psychology and has over a decade of experience working with families. She is dedicated to normalizing nanny life in western society, advocating for and educating nannies and promoting work/life balance across the industry.

Lwa (She/Her/Hers) is a New York City based career nanny who began her career as an Aupair. She is a qualified Early Childhood Special Education teacher with 4 years of classroom experience. As a career nanny, Lwa specializes in travel and working with neurodivergent children. She is the founder of Nannies Out, a NYC group founded by busy and exhausted nannies for other busy and exhausted nannies lacking community and support in the industry. She also hosts Rainbow Families Storytime, which focuses on sharing stories that affirm differences of ALL kinds and building a space to welcome LGBTQIA+ families and caregivers. Lwa is passionate about the nanny industry and child development. Her travel and teaching experience has taught her to respect the pace and nonlinearity of human development and learn the value of creating space for curiosity and exploring.

Saturday

9:30- 10:45

Wiring the Brain for Capability and Cooperation

Learn all about children's brain development, mirror neurons and why it matters to offer opportunities to strengthen those neural connections. Learn how to teach emotional regulation skills when big emotions and tantrums erupt. Strategies for strengthening executive functioning, focus, memory, impulse control and empathy for the early years. Take home tools you can use today to effectively deal with challenging behaviors.

Alanna Beebe, she/her is the founder of Sproutable and a certified Positive Discipline Educator. She has 15+ yrs in public health communications, early childhood education, and equity & social justice policy development. She is a former international nanny and is passionate about supporting caregivers with young children. She is also a mother of a five-year-old.

Let's Talk About Neurodiverse Children

How can you help the neurodiverse child thrive? It starts with understanding how their brain functions. From ADHD to Autism, let's talk about some things that can impact the atypical child from having a fulfilling childhood and what you can do as a caregiver to help them reach their full potential.

Beatrice (Bea) Moise, M.S., BCCS., is a Board-Certified Cognitive Specialist, Parenting Coach, Author, and National Speaker. She created A Child Like Mine to educate parents of children with unique atypical brains that have both behavior & learning needs, while giving them the tools they need to be successful at home. Bea has written for Autism Parenting Magazine, Charlotte Parent Magazine, Different Brains, Parents, PBS-Kids, The Everymom, and Verizon. She is a respected and trusted parenting coach and consultant in Charlotte, NC, and surrounding areas. Helping parents of children with Autism, ADHD and other behavioral challenges who are neurodivergent. Bea is frequently featured on WCNC Charlotte Parenting Today, and has been featured on Ballantyne Magazine, Mimosas with Moms, Peace & Parenting, People of Charlotte, & Scoop's Successful Charlotte Women providing tips for parents. Bea is very passionate about children and

believes that working with families is both rewarding and enjoyable. She enjoys the delightful feeling of facilitating the needs of children to feel successful in their learning, emotional and social well-being, academic success and to have a positive self-esteem. The most rewarding part of her day is when she has equipped parents with the tools they need to parent effectively. Bea has a Bachelor of Science in Psychology; also, she also holds a Master of Science in Mental Health Counseling with a specialty of Applied Behavior Analysis. Bea and her husband have two children, Jacob, who is awesomely autistic, and Abby, who is simply marvelous!

How to Screen a Family On Your Own

In an ever-changing world it's just as important for you to screen a family as it is for them to screen you. Join us in an interactive conversation about how to protect yourself when looking for a job while finding your dream family! We will chat about red flags to look out for within a job listing, safe interview skills, how to kindly educate parents on things they might not be aware of, questions, and concerns to bring up before accepting a position, what to do to make yourself stand out along with a few negotiating tactics and more!

Bonus Content: We will also share 5 major tips on how to choose the right agency for you! All attendees will receive a special gift because that is our love language, and YOU deserve it!

Leigh Aberle, Founder of Family First Household Staffing Agency is a global-minded, seasoned caregiver and NCS with over 15 years of combined experience as a nanny and agency owner, bridging families with trustworthy, experienced household staff. She and her team aspire for all household staff to have access to a supportive community, and resources. Family First is a member of the International Nanny Association and 3-time co-hosts of International Nanny Training Day. Leigh has had the privilege of speaking at multiple workshops and conferences across the country, including at Nannypalooza in 2016 and 2020! Family First is a National Agency based in Charlotte, NC that focuses on empowering and placing Career Nannies, NCS's, Family Assistants and Travel Nannies with trustworthy and respectful families. To learn more, you can visit their website www.familyfirsthsa.com or reach out to them directly at hello@familyfirsthsa.com.

11:15- 12:30

Be the Change! Be an Anti-Bias, LGBTQ and Gender Inclusive Nanny

This workshop will provide nannies with knowledge and tools for approaching each day with the children in their care with an anti-bias, LGBTQ and gender inclusive lens. Nannies have the opportunity to support a child's self-awareness, confidence, family pride, and positive social identities; as well as their capacity to express comfort and joy with human diversity, use accurate language for human differences, and form deep, caring connections across all dimensions of human diversity. The second half of this workshop will provide information about how nannies can be the "accepting adult" in a child's life when they come to you and identify as LGBTQ or gender diverse. With one accepting adult, LGBTQ youth are less likely to consider suicide, struggle with depression and anxiety, or engage in negative health behaviors.

Alix Adrian(he/they) co-facilitates Transforming Families NC, a program of the LGBTQ Center of Durham which supports parents and caregivers across the Carolinas of transgender and gender diverse youth of all ages. He believes when our youngest humans are affirmed in their gender exploration and expression by loving caregivers, they are more resilient when faced with a naive and harmful world. Over the 6 years he's been doing this work, he lives for the stories of joyful affirmed and engaged youth. He lives with his younger son and two gray cats.

Anne Sutkowi-Hemstreet, MPH (she/they) is the Founder and Director of Rainbow Collective for Change (RCC) – a grassroots organization that uses human centered design to develop initiatives and programs to build support, safety, and connection for LGBTQ families in the South. Many of RCC's initiatives utilize diverse children's books to help educators and parents/caregivers have conversations with their children about gender, diverse families, race, social and racial justice, and speaking up against unfairness. Anne's passion for LGBTQ and Gender Inclusion work is fueled by her two children, the children of her close friends, and her personal experience as a queer parent navigating a culture and systems that are not LGBTQ and Gender Inclusive.

How Covid Socially impacted children

Did you know that COVID-19 affected not only physical health but well-being and social health? We will talk about the developmental stage of children and how COVID can cause long-term traumatic consequences.

Beatrice (Bea) Moise, M.S., BCCS., is a Board-Certified Cognitive Specialist, Parenting Coach, Author, and National Speaker. She created A Child Like Mine to educate parents of children with unique atypical brains that have both behavior & learning needs, while giving them the tools they need to be successful at home. Bea has written for Autism Parenting Magazine, Charlotte Parent Magazine, Different Brains, Parents, PBS-Kids, The Everymom, and Verizon. She is a respected and trusted parenting coach and consultant in Charlotte, NC, and surrounding areas. Helping parents of children with Autism, ADHD and other behavioral challenges who are neurodivergent. Bea is frequently featured on WCNC Charlotte Parenting Today, and has been featured on Ballantyne Magazine, Mimosas with Moms, Peace & Parenting, People of Charlotte, & Scoop's Successful Charlotte Women providing tips for parents. Bea is very passionate about children and believes that working with families is both rewarding and enjoyable. She enjoys the delightful feeling of facilitating the needs of children to feel successful in their learning, emotional and social well-being, academic success and to have a positive self-esteem. The most rewarding part of her day is when she has equipped parents with the tools they need to parent effectively. Bea has a Bachelor of Science in Psychology; also, she also holds a Master of Science in Mental Health Counseling with a specialty of Applied Behavior Analysis. Bea and her husband have two children, Jacob, who is awesomely autistic, and Abby, who is simply marvelous!

Care For Caregivers from a Holistic Approach!

This workshop will speak to nannies on how to care for themselves in a holistic way by ensuring the physical, emotional, social, and spiritual wellbeing of those who have the opportunity to care for others. It is essential that if we are caring for others, we take the time and energy to replenish our own bodies and minds.

My name is **Tarnesha McCrary** and I have had the privilege to work in Early Childhood Education for over 22 years. I adore children and I have a passion to see every child thrive into the best possible version of themselves and I believe this starts in Early Childhood Education. I started in this career as a nanny, classroom teacher, and in-home childcare provider. Later in my career, I was promoted to Education Coordinator, Assistant Director, Director In Training, Center Director, and Director of Operations. I currently have my Associates in Early Childhood Education from NOVA, and I'm currently obtaining my Bachelor's Degree in Organizational Leadership at Regent University. I am Director Qualified in the District of Columbia, Maryland, Virginia, and Florida. I am Founder and CEO of The Right Start Staffing Agency, a nanny placement and childcare staffing agency. TRS operates in seven other states currently, our desire to is to ensure every family has access to in-home high quality childcare. I am the Founder of My First Ministry, where I the honor and privilege to coach, mentor, and disciple young women, wives, and moms. The ministry was birth from a place to mentor other women on how to create and build businesses all while keeping God, themselves, and their family first. I'm also a mom to three teenage sons and married to the love of my Life. I enjoy serving in both my community and local church.

2:00-3:15

Daytime Sleep From Birth to Two

In the first 2 years of life, a child's sleep will change dramatically. As the CNO (Chief Nap Officer), you are often left with the difficult task of figuring out your charge's daytime sleep. This includes understanding wake windows, perfecting nap timing, knowing when to drop a nap, what to do if it's too short, do you cap a nap or not, working around sibling activities, and perhaps most importantly, do your daytime choices support nighttime sleep and overall health? Whew, that's a lot to master, especially when sleep needs may change every few weeks. Join Cortney for this informative session where she will cover ALL of that naptime knowledge plus give you some of the science behind it.

Cortney Gibson is a master-level newborn care specialist, holistic sleep consultant, and educator for parents and caregivers. She holds an advanced certificate in newborn care from the Alexandria School and has studied

Greenproofing, Maternity and Child Sleep, and Infant Mental Health through various institutions. She also holds a certification in Health Coaching from the Institute for Integrative Nutrition, was a Certified Child Passenger Safety Technician prior to the pandemic, and is currently working toward her CLC.

Cortney has been working with families since 1997. In 2004, she founded Gibson Newborn Services, which has grown into a busy referral service and resource for parents. Having spent over 90,000 hours nurturing babies and caring for young children all over the country, Cortney is widely recognized as an expert in the field of newborn care. She has also been featured on the Today Show, Fox News, and in many newspaper articles for her work with babies.

Her passion project, Sleepwonders, debuted in 2017. This course for childcare professionals has since been presented in a dozen cities and was moved online in 2020. Sleepwonders is known for its in-depth coverage of sleep science, acknowledgment of all parenting styles, and signature system for integrative infant care and healthy sleep. When she's not talking about sleep, Cortney can be found chasing after her toddler, Sawyer, in their Dallas, Texas home.

Middle Childhood: How to Handle when Sass is High and Logic is Low

Have you got kids in those middle years of childhood- ages 9-13?? You know these are the years that challenge even the most patient of us all. Kids in this stage are developmentally yearning for more and more independence, which can lead to power struggles, risky behavior and more. Not always easy for us nannies!! We will discuss not only the behaviors you can expect and why they arrive in these years, but also practical strategies on how you can help kids succeed and stay sane at the same time!

Martha Tyler, LPC, ALMFT - Martha Tyler has been a nanny and tutor in the Chicago area for over a decade, and she is a Co-Founder of Compassionate Childcare LLC, a parent and caregiver coaching company. She is also the host of the nanny resource podcast, Chronicles of Nannya. Martha received her Masters in Secondary English Education in 2012 and her Masters in Couple and Family Counseling in 2022. Martha has worked with children of

all ages as a nanny, teacher, therapist, and theater director. Martha believes supporting the entire family system is the best way to drastically improve the life of a child. She would like to thank all the nannies for everything they do! We don't have an easy job but it sure is rewarding!

The Mystery Behind the Updated Milestones and Why It is Actually About MORE THAN MILESTONES

It is a bit confusing why babies' developmental milestones were changed to be achieved at later ages. Let's discuss why the government agencies made this decision, and most importantly, as caregivers, does it have to impact what we expect from babies? Babies' development is about WAY more than a checklist anyway, so join me to chat about The 5 Other Areas of Development Every Nanny Should Know.

Elizabeth Agrapidis is an accomplished educator, pediatric physical therapist, teacher, NDT certified practitioner, author, toy inventor, wife and a mom of two. She is putting many of the puzzle pieces of whole child development together for nannies, caregivers, and professionals like you from the convenience of your home through a Certificate Program and specially offered seminars. She is offering these programs and building an active community to support children and families by optimizing a baby's movement patterns and development before anything becomes a problem or affects their future. Her growing movement is called AbiliFit Baby Development Specialists and Develop Connect Nurture Method and Certificate Program!

As a PE teacher, adaptive PE teacher for children with special needs, and a pediatric physical therapist, she noticed that there was something missing and she wanted to help with children's early development from that point on in her journey. She now takes that knowledge and practical experience and provides hands-on developmental strategies, knowledge and tools for your "Nanny Pack" through coaching and her online program. This will help nannies, caregivers, and families to be better equipped to guide children's physical, mental, and emotional development and assist the babies in reaching their greatest potential. Her goal is to promote the Ability of the body, mind, and spirit for professionals, babies, and their families.

Thank you for being a part of my journey and if you would like to get certified individually or for your agency, please reach out to me via:
-Baby.Abilifit.org

3:45- 5:00

What is the RIE method??

In this presentation, I will speak to the RIE (resource for infant educators) method which is similar or a stepping stone to the Montessori teaching style. RIE was founded by Magda Gerber who believed in talking to children respectfully and giving as less intervention as possible to allow them to develop.

Ibtesam (Sam) Zariwala

Sam Rashid, B.Sc., B.Ed

It all begins with an idea. Sam is an elementary school teacher with work stints in Canada and the U.S. She pursued a rewarding entrepreneurial journey in 2017 with Little Einstein's Learning Centre Inc., a first of its kind babysitting and nanny service in Saskatchewan, Canada. Recipient of the Open Door Society Newcomer Business Award. Sam holds a certificate in RIE (Resources for Infant Educators) combined with 7+ years of Early Childhood Education in Montessori and Elementary schools. Her passion for curriculum development has led her to develop and implement a full curriculum in Saskatchewan.

The Nanny Mom Conversation

Social media's favorite nanny moms come together for an open conversation about life as both a career nanny and parent. These ladies will share their personal experiences as working parents within an industry that most pivot out of when time to start a family. They'll offer up actionable tips and tricks on how to navigate tough conversations, find balance and prevent burnout. Join them as they share how they're defining what it means to be a working parent within the industry.

Courtnee Jones

Courtnee Jones is a woman who intends to leave her mark on this world before she leaves it. Courtnee, who goes by (everything_courtnee) on social media is a career nanny for over 10 years, a former preschool teacher, content creator and a proud mother. Courtnee adds a fun, youthful and culturally aware perspective to the nanny industry. She challenges herself to find innovative ways to share her career and personal experiences with

caregivers and parents. Her goal is to reach as many families as she can to shine her light onto. She encourages the families she serves to do their best and always consider that the end goal is to raise good humans. Courtnee's been quoted saying "The world needs healing, and the children we raise today are apart of the healing process".

Carrie Bland

Carrie Bland started her career as a Certified Professional Nanny over 11 years ago while attending the former English Nanny and Governess School. She has worked with children from newborn through their preteen years; and has experience with twins, sensory processing disorders, and severe food allergies. As a former competitive swimmer, swim coach, and lifeguard, she is very passionate about the importance of water safety for children and adults alike. Since becoming a mom herself in late 2020, she has taken a strong interest in sharing about her experiences bringing her child to work with her in her Instagram @carriethenanny and advocating for why families should be open to hiring a nanny mom.

3 Early Experiences YOU Can Give Infants to Boost Their Brain–Body Connection

Have you always wondered how exactly does the brain develop and how will I know if something is going wrong? Maybe you feel pressure and responsibility to know because the family is depending on you or maybe, like me, you think the brain is really cool! Join me to learn 3 things that you can provide to babies during their 1st year of hyper-rapid development that will impact the rest of their life.

Elizabeth Agrapidis is an accomplished educator, pediatric physical therapist, teacher, NDT certified practitioner, author, toy inventor, wife and a mom of two. She is putting many of the puzzle pieces of whole child development together for nannies, caregivers, and professionals like you from the convenience of your home through a Certificate Program and specially offered seminars. She is offering these programs and building an active community to support children and families by optimizing a baby's movement patterns and development before anything becomes a problem or affects their future. Her growing movement is called AbiliFit Baby

Development Specialists and Develop Connect Nurture Method and Certificate Program!

As a PE teacher, adaptive PE teacher for children with special needs, and a pediatric physical therapist, she noticed that there was something missing and she wanted to help with children's early development from that point on in her journey. She now takes that knowledge and practical experience and provides hands-on developmental strategies, knowledge and tools for your "Nanny Pack" through coaching and her online program. This will help nannies, caregivers, and families to be better equipped to guide children's physical, mental, and emotional development and assist the babies in reaching their greatest potential.

Her goal is to promote the Ability of the body, mind, and spirit for professionals, babies, and their families.

"Thank you for being a part of my journey and if you would like to get certified individually or for your agency, please reach out to me via:
-Baby.Abilifit.org

SUNDAY

9:00-10:15

Negotiate a Raise and Other Contract Terms

In this session, we will discuss some strategies and tips on negotiating. Whether it is for a raise, for other perks or benefits or for any terms of your contract, knowing how to negotiate is key for getting what you want for your compensation package.

Brooke Welgarz I have a Bachelor's Degree in Psychology from Florida State University and a Master's Degree in Clinical Psychology specializing in Marriages and Families from Pepperdine University. I also have 15+ years of experience working as a Professional Nanny / Family Assistant. Nannying, relationships, and communication are my thing! Because of my professional and educational background, I decided to start a blog to help Nannies and Families better understand the industry, and to promote healthy relationships and communication between one another. Much to my surprise, my articles were republished on sites like Huffington Post and Scary Mommy, which quickly led to my blog garnering a large following! With so many readers,

Nanny Counsel organically evolved into a business — Families started reaching out asking if we offered professional placements and Nannies reached out for coaching and counsel when dealing with a difficult work issue. I know the ins and outs of the nanny industry and am adept at assessing a Family's needs and then matching them with a Nanny who will meet those needs. My many years of working in private households combined with my Clinical Psychology background equips me to effectively communicate with both Parents and Nannies.

Getting your child ready for school

Children who start school with strong numeracy and phonemic awareness skills do far better than those whose skills are weak. There are many fun activities you can do to help a child develop those skills. You will leave this session with activities and understanding of these skills.

Linda McDonough graduated from Western Carolina University in 1977 with a BA in English and minors in Reading and Education. She has taught at Waynesville Junior High, Ashe Central High School, and was chair of the English Department at The Patterson School, a private boarding school with a strong Orton-Gillingham program for dyslexics. For many years she worked as a private tutor, teaching reading, writing, and spelling to dyslexic children and teens. A particular interest has been children with autism and dyslexia. From 1992 to 2008, she served as the Director of Christian Education at the Church of the Holy Family (Episcopal). She is the founder of the Augustine Literacy Project, a 501(c)(3) nonprofit, founded at Holy Family to serve low-income children with reading difficulties. She still serves as a tutor trainer and board member. For this work she was awarded the June Lyday Orton Award for service to dyslexics by the NC International Dyslexia Association branch. She has been a foster parent and transracial adoption trainer, and she presently works as a volunteer mental health advocate and is on the board for Josh's Hope. She is a founder of Hope Creek Academy, serving 12 years as director. She now teaches there.

Nannying in Nature

As a nanny, you are perfectly positioned to help your charges engage in risky play—but this can be risky for you! This presentation will help you make a case for risky play in your charges' lives and help you communicate with

parents about their child's risk needs. We'll start with exploring what risky play looks like and talk about why it's so crucial in children's lives. Finally, we'll talk about ways that you can help nanny parents feel comfortable with the idea of risky play by creating a risk assessment plan and performing observations for your charges.

Reagan Fulton

Reagan Fulton is a nature-based educator, entrepreneur, artist, mom, and leader in the nanny community. Reagan grew up in Cincinnati, Ohio, and was a nanny for almost 10 years before she started offering childcare from her home. Believing that nature-based education is the best way to help children learn while having fun, in 2021, she founded Playful Acre. She works to preserve the magic of childhood by teaching parents, teachers, and nannies how to effectively implement outdoor play into everyday life. The Shop at Playful Acre also inspires adventures in nature with nature-inspired stickers, notebooks, and apparel. When not frolicking through the woods with her students or creating educational content, you can find her behind a camera as the owner of Meadowsweet Photo Company, which operates the Family Portrait Project, giving free and low-cost photoshoots to foster families in Cincinnati.

10:45-12:00

Assisting Young Children with the NEW Developmental Guidelines

Working with 2-3 year olds? This is the workshop for you! We'll discuss and review the new developmental milestones and how to ensure we are meeting the needs of the children you are working with. We'll dive into how to get past the elusive "No," engaging and scaffolding learning, positive discipline & more!

Bryn Yozzo

Bryn is the Newborn Care Services Director at BBN&N. Bryn started her career as a part time preschool teaching assistant and has been caring for children and supporting families for over 20 years. With a bachelor's degree in Early Childhood Education and Human Development and a Masters in Educational Leadership, Bryn understands the importance of ensuring an atmosphere that is encouraging, supportive, and caring for families, newborn

care experts and nannies. Bryn is a certified new parent educator and volunteers with the Parent Connection at BIDMC.

Ashley Gugliotta

Ashley oversees the long term nanny placement program at Boston Baby Nurse & Nanny and is the first point of contact for new families in need of the perfect caregiver. Ashley strives to provide every family with individualized care and attention by personally visiting with them for an initial private consultation. As a mother of three young children herself, she knows how important finding the right nanny match for your family is, and she aims to provide families with candidates they can trust to take exceptional care of the most precious members of their family. She has worked as a Newborn Care Specialist for BBN&N is currently completing her Master's degree in Special Education at Bridgewater State University. When not helping your family find the ideal candidate, Ashley can be found chasing after her overly energetic children or forcing her husband to get on board with her next "great idea."

Supporting Anxious Kids: Building Effective Tools to Help Children Understand and Manage Anxiety

Description: It can be hard to know when typical childhood nerves start to bubble over into something more problematic. This presentation will help you to better understand the landscape of childhood anxiety, building strategies to support kids without enabling anxiety. By validating their experience and instilling confidence in their ability to tackle challenging things, you can build a more effective model of support and empower kids to regain control of their anxiety.

Ben Eckstein, LCSW is a therapist and owner of Bull City Anxiety, a small practice in Durham, North Carolina specializing in the treatment of OCD and Anxiety Disorders. He is the Vice President of OCD North Carolina and authors the Psychology Today expert blog, "Capturing OCD". In addition to providing clinical services, Ben is also a writer, trainer, and consultant.

Turning Flour Into Fun

Join Talea in this hands-on course turning regular household products into fun creative activities and crafts enjoyable by all ages. Do you find yourself with your nanny kids in the house looking for something different to do? How many ways can you turn flour into fun? Let's find out!

Talea Chenault

Talea is a childcare professional offering childcare and educational services for families and local organizations in the greater Cincinnati, Northern Kentucky and surrounding areas. Talea utilizes a childcare model that focuses on child development, social skill development and teaching new skills. Certified in First Aid and CPR, Talea has a dedication to creating safe, inclusive and engaging learning environments for all children.