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Office hours:
8:30am - 4:30pm
Additional office hours
available by appointment.

Limited office coverage,
Monday-Thursday.

Our Mission
To enhance and support a quality
early childhood education system
by providing resource and referral
services to families, child care
programs, and communities.

The Resource Connection

DCF Announces Community Innovation Grant Recipients *Childcaring Receives \$150,000 to Expand GSG Program to Three Rural Counties*

The Department of Children and Families (DCF) has awarded roughly \$850,000 in Community Innovation Grants (CIG) to eight organizations across the state to expand available early care and education opportunities for young children ages birth to five and their families.

The grants, which are funded from the state's Preschool Development Grant – Birth to 5 (PDG B-5) award, ranged in size from \$50,000 to \$150,000 and support innovative programs and partnerships that address areas of equity, access, affordability, quality, and workforce as highlighted in the state's Birth to 5 Statewide Strategic Plan. The grants are also being utilized to develop stronger public-private partnerships that will serve as models for future community investments in other parts of the state.

"Having access to high-quality early care and education opportunities is critical for our communities to thrive," said DCF Secretary Emilie Amundson. "These grants are a deliberate step to begin engaging community businesses and organizations to connect with their early care and education system to learn about their role in supporting a healthy local economy."

"Childcaring, Inc. is extremely pleased to be one of the eight organizations across the state awarded the Community Innovation Grants (CIG) from the Department of Children and Families (DCF). Childcaring is assisting families in gaining access to high-quality, affordable early care and education by expanding its Good Start Grants (GSG) program to three new counties (Langlade, Lincoln, Taylor)," said Childcaring Assistant Director Micki Krueger.

The GSG program provides personalized assistance to families by helping them find care that best meets their needs, as well as funding to cover the costs. Additionally, Childcaring will be providing local programs with stipends to help achieve or maintain a YoungStar rating. "To date, in Marathon and Portage County GSG has helped 279 families (a total of 427 children). Expanding GSG to more counties is a great financial resource for families," said Childcaring GSG Coordinator Rachele Johnson. Families struggling to pay for child care costs in Langlade, Lincoln or Taylor County are encouraged to contact Childcaring or reach out to their current child care program for more information.

Through local investment activities like the CIGs, the department is working to connect the dots across state and local programs to better serve all Wisconsin children and families. New opportunities for funding will be available in the coming year and beyond as the state continues its work to improve Wisconsin's early childhood system. DCF encourages anyone who could be a stakeholder to apply.

Eight organizations received grants in this first round of funding. The full list of recipients can be found in the DCF press release at: <https://dcf.wisconsin.gov/press/pdg-cig>. To learn more about DCF's efforts to improve the state's early childhood system and upcoming opportunities to participate, visit DCF's PDG webpage or follow @WisDCF on Twitter and Facebook.

Contact Childcaring to learn more about the Good Start Grant program and other services available to help pay for child care. Call 1-800-628-8534, email info@childcaring.org, or follow @ChildcaringInc on Facebook.

YOUNGSTAR CORNER

Ask Your YoungStar Technical Consultant About Practice Based Coaching (PBC)

Practice-Based Coaching (PBC) is an individualized form of professional development available to programs participating in YoungStar. During the PBC process, a YoungStar Technical Consultant (TC) works with a provider to identify specific teaching practices they would like to improve. The TC will assist the provider in creating an action plan to achieve their goals, while providing support, observing progress and sharing feedback.

For example, a provider may identify literacy as an area that they are interested in improving upon. The program's TC will provide a literacy specific needs assessment, which will help the provider and TC determine a specific teaching practice to work on, such as reading to children more often. Using the PBC model, your TC will work with you to write a specific goal and action steps to help you achieve it. In addition, your TC will provide resources and support, observe the teaching practice in action, and offer feedback.

Child care providers who used PBC said,

"PBC helped me make changes (to teaching practices) that I have been thinking about for a while but haven't done anything to accomplish until now."

"PBC is a great way to help staff create positive classroom environments."

"Don't hesitate to take advantage of a PBC cycle. Going through a PBC cycle provided me with that extra "nudge" to implement some practices that I kept delaying. I was provided step by step guidance, direction, and accountability to make completion simple and achievable. It is worth the effort to complete a PBC cycle. Take advantage of this resource!"

If you are interested in learning more about PBC, ask your program's YoungStar Technical Consultant. They are there to help!

Kelly Borchardt ~ Executive Director

Micki Krueger ~ Assistant Director

Linda Francis ~ Financial Manager

Audrey Bittner ~ Early Childhood Consultant/Trainer

Kristine Joyce ~ Early Childhood Consultant/Trainer

Mary Olson ~ Early Childhood Consultant/Trainer

Andrea Mueller ~ Early Childhood Consultant/Trainer

Lori Shafranski ~ Early Childhood Consultant/Trainer

Carrie Steinke ~ Early Childhood Consultant/Trainer

Kao L. Xiong ~ Early Childhood Consultant/Trainer - Bilingual

Gayle Schiszik ~ Certifier/Pre-licensing Consultant

Rachele Johnson ~ Training/Program Coordinator

Tracy Verjinsky ~ Program Coordinator

Shelley Nelson ~ Referral & Communication Specialist

Tara Biebl ~ Resource & Referral Specialist

Update Your Business Information Form ASAP

Childcaring continues to work hard to collect data through the Business Information Form (BIF) to support the child care industry. Our data collection is used frequently to bring awareness to the needs of the child care profession and to support the work you do!

A new systems interface is currently in development between the Wisconsin Department of Children and Families (DCF) child care systems and the Wisconsin Child Care Resource & Referral (CCR&R) system. Child care regulatory and YoungStar rating information will now flow between DCF and Childcaring as well as information collected through the Business Information Form (BIF). Examples include open vacancies, enrollments, waitlists, program philosophy, and schedules. Eventually, this information will be displayed in the DCF Provider Portal and a subset of it will be included in the Child Care Finder. DCF and CCR&Rs will use this information to better serve the children, families and child care providers in Wisconsin.

Please complete and return the BIF ASAP to ensure that your information is current and accurate in the system.



Provider Support / Advocate Groups

Adams, Clark, Langlade, Lincoln, Marathon, Marquette & Waushara County:

Contact Childcaring if interested in developing an advocate group at 800.628.8534

Portage County:

Portage County Child Care Association
Joan Garski at 715.341.5873

Portage County Leaders

RoxAnne Forrest at 715.346.4370

Taylor County: Meet the 3rd Monday of month
For more information, call Kelly Emmerich at 715.465.0993

Wood County:

Marshfield Area Child Care Association
Krisann Mauritz at 715.387.2218

Wisconsin Rapids Child Care Advocates Council
Jamie Lane 715.323.2546



We Appreciate You Early Childhood Professionals!

Thank you so much, early childhood professionals, for going above and beyond every day. Here are some fun ways to show we care. Childcaring received so many wonderful entries for our annual 2021 "Celebrate Early Childhood Professionals" drawing held in May that we wanted to share some of the quotes that were submitted.

Tell Us What You Love About Your Child Care Provider:

"The staff is amazing and loving towards all children and their families. They go above and beyond."

"They love and care for our children as if they are their own. Our children enjoy going every day and think of their teachers as family members. We are forever thankful to have such an amazing group of teachers."

"My kids always come home with smiles, excited to tell me all about their day and what made them happy. Our child care provider is always communicating what they are learning and how we can foster that learning into our home lives too. She is making a positive difference in their lives!"

Wear the Childcaring Provider Appreciation Stickers All Year Round! Check out the photos sent to us from parents and children wearing thank you stickers!

Participate in the Childcaring Thank You Card Project - We are collecting thank you cards all year. Artists of all ages are encouraged to participate. **Child care providers - if children in your care decorate cards, we would love to include those in this project.** Some of the beautiful cards we collected decorate this page! Over 300 cards were mailed to regulated child care providers in our service area for May Provider Appreciation Day. Call Childcaring or visit www.childcaring.org for more information about the Thank You Card Project.

Visit the Wisconsin Department of Children and Families (DCF) Celebrate Early Care and Education webpage (<https://dcf.wisconsin.gov/celebrate-ec>) **for more ideas:**

Featured Early Care and Education (ECE) Professional

Every two weeks, DCF features an ECE professional who has earned the respect of colleagues, children and families. To nominate a future Featured ECE Professional, please send their name and contact info to wipdg@wisconsin.gov.

Email a Thank You!

You can use the simple form on the DCF webpage to email a note of thanks to your child care educator, or an educator who inspires you. Thank an early childhood educator today - they are essential and amazing!



NEWLY REGULATED CHILD CARE PROVIDERS:

Callie Hentsch, Lil Sprouts
Family Child Care, Humbird

Ashly Halbersma, Little Sprouts Learning Garden
Group Child Care Center, Rudolph

Danielle Pantaleo
Family Child Care, Wisconsin Rapids

Sarah Juarez, Little Hoots Daycare
Family Child Care, Nekoosa

Karen Russell
Family Child Care, Wisconsin Rapids

Jeff Neufeld, White Lake Child Care
Group Child Care Center, White Lake

Training Opportunities

Visit our online training calendar for the most up-to-date training opportunities.

Register Online for Childcaring Trainings

To register, please visit www.the-registry.org, click on Statewide Trainings and type the name of the training in the Keywords search.

If you're already a Registry Member, simply sign-in and proceed with the payment process. If you're not a Registry Member, create a free account to register. If you need other payment options, please call our office.

Some trainings are not eligible for online registration and will be noted. Contact Childcaring to register.

Keep Your Registry Information Updated: You need to have a current and unique email address listed. If you participate in an online training, the email address you list will receive the training information sent by the instructor. Two or more people cannot have the same email address listed.

Strengthening Families in ECE with Mandated Reporter – Presented Online

This training will provide participants the connections between the factors that prevent child abuse and neglect and the strategies that quality early childhood programs can use to build them up.

- Thursday, July 15 – Wednesday, July 21
- \$20 / Register by Sunday, July 11

Exploring the Third Edition of the Family Child Care Environment Rating Scale, Supporting Programs Participating in YoungStar – Presented Online

This five-hour online course will provide you with a comprehensive look at the Family Child Care Environment Rating Scale-Third Edition, referred to as FCCERS-3. FCCERS-3 is designed to assess family child care programs serving children from birth through school-age, up to 12 years of age, including the provider's own children if present.

- Thursday, August 26 – Wednesday, September 1, 2021
- Pre-requisite: Introduction to the Environment Rating Scales or Moving to the Third Edition of the Environment Rating Scales
- Requirements for course: a copy of the FCCERS-3 Book
- \$20 / Register by Sunday, August 22

Exploring the Third Edition of the Early Childhood Environment Rating Scale, Supporting Programs Participating in YoungStar – Presented Online

This five-hour online course will provide you with a comprehensive look at the Early Childhood Environment Rating Scale-Third Edition, referred to as ECERS-3. ECERS-3 is designed to assess center-based childcare programs for preschool children 3 years through 5 years of age.

- Thursday, September 9 – Wednesday, September 15
- Pre-requisite: Introduction to the Environment Rating Scales or Moving to the Third Edition of the Environment Rating Scales
- Requirements for course: a copy of the ECERS-3 Book
- \$20 / Register by Sunday, September 5

Exploring the Third Edition of the Infant/Toddler Environment Rating Scale, Supporting Programs Participating in YoungStar – Presented Online

This five-hour online course will provide you with a comprehensive look at the Infant/Toddler Environment Rating Scale-Third Edition, referred to as ITERS-3. ITERS-3 is designed to assess center-based childcare programs for children birth to 3 years.

- Thursday, October 7 – Wednesday, October 13
- Pre-requisite: Introduction to the Environment Rating Scales or Moving to the Third Edition of the Environment Rating Scales
- Requirements for course: a copy of ITERS-3 Book
- \$20 / Register by Sunday, October 3



Free Summer Training Opportunities

Funded by the **Wisconsin Child Care Business Initiative** in partnership with the University of Wisconsin-Madison Division of Extension and Wisconsin Small Business Development Corporation

Abusive Head Trauma Prevention

Gain awareness of AHT, its adverse consequences and how it is preventable.

- Thursday, August 19 ~ 10:30am-12:30pm
- To register visit The Registry, search for training and enter the Event ID for the date you plan to attend!
- Training will be held virtually.
- Event ID 850002

Heartsaver CPR w/ AED

- Tuesday, July 20 ~ 12:00-3:00pm
- Monday, August 23 ~ 6:00-9:00pm
- Tuesday, September 21 ~ 6:00-9:00pm
- To register, contact Childcaring.
- Registration is first come first serve.
- Trainings will be held at Childcaring.

A \$45 refundable deposit is required to confirm registration. Includes workbook

Stewards of Children With Mandated Reporter

Gain awareness to prevent, recognize & react responsibly to child sexual abuse.

- Monday, August 2 or Tuesday, August 3
- 6:00pm-9:00pm
- To register visit The Registry, search for training and enter the Event ID for the date you plan to attend!
- Trainings will be held virtually.
- August 2: Event ID 850006
- August 3: Event ID 850007



with Regulated Early Childhood Professionals at: Helen R Godfrey University Child Learning & Child Care (UCLCC) Group Child Care, Stevens Point

Thank you UCLCC teachers for your time and contribution to our newsletter!



What do you enjoy most about working in early care and education?

"I enjoy working with the children and seeing their development. The early years are so important for a child's development, and it is so rewarding to be such a crucial part of it! Being able to watch them grow and interact with their peers is such a joy! Creating relationships with the children and their families is a huge benefit to working in early care because not only am I able to help the children, but I am able to provide ideas for parents and guardians who have questions about their child's development!"
- Mackenzie G

"There is always so much to learn and not one child is the same. I get to see children develop, learn and flourish under our care. We get to see the children develop from babies into young people. It is a privilege that the families entrust us with their children and we are so fortunate to get to play a role in their children's lives during those vital first five years. I love that our center has a large sense of community and the people I work with are like my family. We all have a desire to positively impact the lives of the children we work with. I live for being able to teach a child something new and watching the 'twinkle' in their eyes when they understand a skill and seeing how proud they are." - Kari S.

"We can be that special person for them when they are away from their grown-ups, we share many smiles and fun times with them and comfort them when they need it. Teaching them to take turns or be kind is the start of continuing those traits later in life." - Nina M

"I enjoy teaching them all the skills and building the foundation for the rest of their educational journey." - Tori B.

What are some fun and innovative practices that you implement at your program?

We do a lot of outdoor art and sensory experiences. We paint with water colors on big sheets of paper outside. The children have made art using nature as their tools. They have painted with bikes by riding over the paint on the paper. We color with markers and chalk and crayons both collaboratively and individually outside. The children play with shaving cream and blocks or other toys in the outdoor sensory table. They play with water and dirt and make mud for their trucks or dinosaurs. The children will use soapy water and sponges and do car washes, bike washes, or give their babies or dinosaurs baths. The children will go on scavenger hunts and nature hikes around campus and in Schmeekle. We love exploring Schmeekle Reserve, they enjoy searching for different kinds of bugs, building structures with fallen branches, and searching for interesting rocks. They are so imaginative and create all different scenarios using the items and tools that they find in nature. They have even built little structures with branches that they can sit underneath to eat their snack.

The children in the infant room are with the same teacher for 2 years creating a stable family environment for the children to feel safe, secure and nurtured. Children can get overwhelmed easily so we provide a soothing environment, we make sure the lights are not too bright, the colors in the room are more natural. Our walls are not full of clutter. Our children all have their own responsibilities in our classroom to help build a sense of ownership and pride in our school classrooms.

This year we read the book titled Me on the Map by Joan Sweeney. This triggered our curiosity into learning about the world around us by conducting an investigation into the community we live in and broadening our exploration to a world-wide scale. We studied life in the Arctic, Africa and Asia. We started with our homes where parents provided us a picture of their home and the children drew a replica of it and a self-portrait that we posed for, in our classroom. We mapped out the university and hiked daily to a different location such as the police station, practice fields, and all the different buildings on campus.

Congratulations UCLCC! Please share the exciting news about your award recognition from the U.S. Department of Education Green Ribbon Schools!

UCLCC has been recognized among the 2021 U.S. Department of Education Green Ribbon Schools award honorees. Nominated by the Wisconsin Department of Public Instruction, UCLCC is one of three early learning centers across the country to earn this recognition. Our center was chosen for innovative efforts to reduce environmental impact and utility costs, improve health and wellness of schools, students and staff; and provide effective environmental and sustainability education.

"The University Child Learning and Care Center is honored to receive recognition for our work in environmental education and sustainability practices," said Alicia Utke-Becher, a preschool teacher at the center. "Our mission to develop better practices has been a long-term effort. Through continual education of teachers, a relationship with Wisconsin's Green and Healthy Schools and our university and community partnerships, we have developed a school culture of environmental awareness of which we can all be proud."

Among the UCLCC's many sustainability practices:

- Use of a natural playscape playground using environmentally friendly and recycled materials, an eco-friendly artificial turf that eliminates watering and adding a tree for cleaner air and shade
- Using the outdoor areas for play-based approach for environmental STEM exploration
- Use of natural light, energy efficient light bulbs and designating students who turn off lights when not in use
- Off-site visits to Schmeekle Reserve, local farms, gardens to teach environmental citizenship
- Teaching children composting of waste through the center's two vermicomposting units (using worms) and using it in the center's garden as well as compost from local organic farms
- Using fresh produce from the center's garden as healthy snacks
- Earning the highest designation as a Green and Healthy School Wisconsin

View the full press release: <https://www.uwsp.edu/ucm/news/Pages/UCLCC-GreenRibbon21.aspx>



Interested in Starting a Child Care Program?

We Can Help!

Providing child care is a valuable service to families and the community!

There is a need for child care programs. Families need child care in order to work. Children need safe and healthy environments where they can play and learn while they're away from their parents or primary caregivers. If you have a passion for helping children and families, you may want to consider starting a child care business.

Do you have questions like:

- How many children can I legally care for?*
- What are the benefits to becoming regulated?*
- What classes or training do I need to get started?*
- What would I charge the families?*

Childcaring can help you get your questions answered and connect you to additional resources and supports that can help your child care business.

Start Up Grants are Available! Since 2017, over \$20,000 in Start-Up Grants has been allocated to child care providers in our service delivery area. Eligible providers have used the funding to purchase equipment and materials, and classes required to obtain regulation (ie: fencing, safety gates, developmentally appropriate materials for a variety of age groups, smoke detectors, fire extinguishers, etc.). Contact Childcaring to learn more about start-up grant eligibility. If you became regulated within the past three months you may still be eligible to apply.

Recipients of the grant commented,

"This grant helped me get some of the larger items needed to get licensed as well as add multi-cultural toys to the classrooms. Thank you for your support!"

"This grant helped me to get new stuff for the children that will last. Also gates and covers to keep them safe."

"This grant helped us be able to train staff that are able to care for our children. Saving this money from our budget has been huge! I never realized how much cost was involved with a childcare center. THANK YOU!"

Childcaring offers supports to help you provide quality care. Regulated child care providers can choose to participate in YoungStar (YS). YS offers training programs, technical assistance, and other resources to help providers achieve progress. A YS Technical Consultant (TC) can assist you in setting goals, measuring progress and improving your program's overall quality. YS helps improve child care quality and the outcomes of the children in care.

To learn more about starting a child care business contact Childcaring today!



Wisconsin Department of
Children and Families

DCF Child Care Provider Update

Reminder: Updated Guidance on Mask Wearing & Social Distancing (6-3-21)

As vaccination eligibility expands, public health guidance around mask wearing and social distancing has been relaxed for the general public who are vaccinated. However, the next several months will be a transitional period where younger children (ages 11 and under) are not yet approved for vaccination, so prevention strategies remain important to mitigate the spread of COVID-19 and protect the health of younger children.

To that end, we wanted to clarify the current guidance for programs serving younger children, outline the expected timeline and next steps, and update you all on our approach during this transitional period.

Guidance for programs serving younger children: The vaccine is not yet approved for children 11 and under, so the CDC and state health guidance **strongly recommends children and adults (regardless of vaccination status) in schools, child care programs and summer camps continue mask wearing and social distancing indoors until younger age groups are eligible for vaccination this summer and later this year.**

Expected timeline for expanded vaccine eligibility: Clinical trials are underway for younger children, and we are optimistic all school age children (ages 5-11) may be eligible for vaccination later this summer with infants and toddler likely following in the fall. **As vaccination is approved for younger children, we expect the guidance around mask wearing and social distancing will be relaxed for those age groups.**

Regulatory approach during the transition period: DCF will focus on providing technical assistance to programs and supporting providers during this transition. **To that end, there will be no enforcement actions around mask wearing moving forward.**

For the latest COVID-19 information and resources, please visit the Department of Health Services' (DHS) website. Thank you for your continued leadership and dedication to keeping Wisconsin children, educators, and care providers safe during this unprecedented time.

Start with your goal(s), then go searching for your activities:

WMELS C.EL.1 Develops ability to detect, manipulate, or analyze the auditory parts of spoken language.

Certainly the more nursery rhyme activities you can do the better! When you are working with nursery rhymes be sure to emphasize the rhyming words since the purpose is for the children to hear the parts of word and manipulate them.

Have a classroom puppet and have the children create words that rhyme with the puppet's name. Have the puppet laugh and enjoy the attention. If they get really good at it you could then use the puppet's middle name and last name to do the same thing with new ending sounds. Use the puppet to help with other rhyming activities.



To become good listeners with spoken language having children tune into the sounds around them helps to train their ears. While outside or inside point out the sounds you can hear and see if they child can identify them. For children who are non-verbal be prepared with a set of pictures of possible sources of sounds you might hear so they can point to the picture.



Submitted by: Beth Tepper, CESA 9



**Sleeves Up
for the Kids!**

Sleeves Up for the Kids: Webinar Series

Sleeves Up For The Kids is a vaccine promotion project in the state of Wisconsin aiming to reduce vaccine hesitancy in the large, socially and economically vulnerable early care and education workforce and the parents who interact with this workforce. The overarching goal of the proposed work is to improve COVID-19 vaccine uptake in vulnerable populations statewide by delivering accurate, timely, accessible vaccine information to both early care and education (ECE) staff and families who use ECE services.

View the Webinar 4: Vaccines and Social Media: Monday, 7/12 1-2pm. The event is free to attend. Visit the Sleeves Up for the Kids Facebook page for more information.

Sleeves Up Organizers: This project is led by the Wisconsin Head Start Association, Supporting Families Together Association, the Wisconsin Early Childhood Association, and Dear Pandemic. Sleeves Up for the Kids is funded by the Wisconsin Department of Health Services.

MIND in the Making
The Seven Essential Life Skills Every Child Needs

ZERO TO THREE
Early Childhood Care & Education

Making the Link Between Positive Parenting and the Seven Essential Life Skills for Children. How does parenting and child development intersect? The way we parent can nurture the very skills that children need—not just for success in the short-term—but across their entire lives.

Positive Parenting and the Seven Essential Life Skills for Children!

When Parents...	Children Develop Essential Life Skills...
Provide age-appropriate guidelines and limits for child behavior.	Focus and Self Control
Recognize and regulate their own feelings and behaviors before they respond to their children.	Perspective Taking
Work to understand or imagine the child's point of view.	Effective Communication
Respond with sensitivity to their children's cues.	Making Connections
Delight in moments of connection with their children.	Critical Thinking
Act as a role model by seeking help, support or additional information about parenting when needed.	Taking on Challenges
Balance both parental needs and child needs. Recognize and celebrate their child's strengths, abilities and capacity to learn and develop.	Self-Directed, Engaged Learning
Recognize that parenting is process of learning, and, at times, it can be stressful. Missteps are a natural part of child-rearing.	

www.mindinthemaking.org
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Keep kids safe around open water.

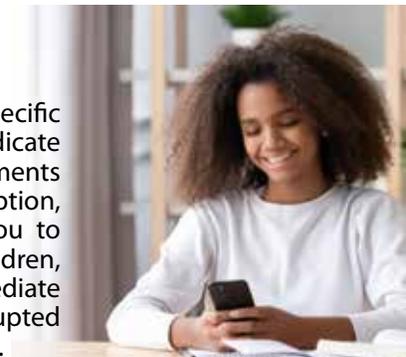
- Teach them swimming and water safety
- Always have an adult supervising
- Wear personal flotation devices

SAFE KIDS WISCONSIN Led by **Children's Wisconsin**

safekidswi.org

Referral Vacancy Tip for Child Care Providers:

Add your current openings (for specific ages) to your voicemail greeting or indicate you are not accepting any new enrollments at this time. If you have a wait-list option, encourage parents that are calling you to leave their contact info (ages of children, etc.). This allows inquiring parents immediate answers and providers aren't interrupted while providing quality care to children.



Childcaring is supported in part by:



Xav tau kev pab pes/txhais daim ntawv xovxwm
no thov hu tuaj rau
Kao Lai Xiong 715-841-9490
Hnub Monday-Friday 8:30 txog 4:30.

Vision

For all Central Wisconsin children to benefit from the best child care possible.

2021 Childcaring Board of Directors

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Borchardt Speaks to Youth Leadership Class

Executive Director Kelly Borchardt was asked to speak, via a Google meet, to the Auburndale High School Leadership class June 2. Kelly talked to the class about Childcaring; why she chose her career; her leadership role at Childcaring; good leadership qualities and early care education and resources. She spoke about the importance of continuing to find ways to learn new things and explained that she looks to be around people who inspire her to do better. Likewise, she mentioned one of her favorite speakers, Brene Brown, a research professor from the University of Houston in TX, who has written books and done lots of public speaking about shame, vulnerability, and courage.

Kelly told the class, "I believe that true leadership comes from making connections, empowering others, and by having the courage and wisdom to really listen to your team (a little luck never hurts either 😊)."

