

making connections

people practices & possibilities

Celebrating
EOT&TA's
10th Anniversary



2011 *Early On*[®] Annual Conference
& Faculty Colloquium
Grand Traverse Resort · Acme
November 3-4, 2011



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Michigan Department of Education

Dear Early Intervention Personnel:

Greetings! The Michigan Department of Education, along with our collaborative partners, are pleased to offer the 2011 *Early On*[®] Annual Conference and Faculty Colloquium, "Making Connections: People, Practices & Possibilities." Conference goers will have the opportunity to examine innovative practices and strategies for supporting families involved in *Early On* while realizing the possibilities for connections with other providers from across our state. I want to take this opportunity to thank you for your dedication to Michigan's children and for making a difference for each of the families that you touch. Enjoy your 2011 conference!

Sincerely,

Mike Flanagan, *State Superintendent of Public Instruction*

Clinton County RESA Office of Innovative Projects

Early On Training and Technical Assistance (EOT&TA) and the *Early On* Center for Higher Education are Innovative Projects of Clinton County RESA, funded by the Michigan Department of Education through Part C of the Individuals with Disabilities Education Act, to support and prepare personnel to work with infants and toddlers who are eligible for services through *Early On* Michigan and their families. These initiatives provide information and training related to *Early On* processes, family-centered practices, child development, early intervention strategies, state policy, and federal regulations.

This year's Conference and Colloquium, "Making Connections: People, Practices & Possibilities", provides a strong focus on the importance of connecting with families, each other, and ourselves in order to support the development of the infants and toddlers with whom we work. A variety of sessions, in-depth and overview, are provided that meet the needs of providers, administrators, faculty, and parents. New this year is an enriched Friday afternoon session that will allow participants to learn from, and interact with, Dr. Louis Rossetti, Friday's keynote speaker.

This year's Conference Coordinators are Carol Spaman and Criss Hickey. Colloquium Coordinators are Meg McSweeney and Janice Fialka. Congratulations and thank you to this team who has worked so hard on Making Connections in order to make this conference successful!

Enjoy the conference!

Christy Callahan, *Director, CCRESA Office of Innovative Projects*



Thursday, November 3, 2011

- 7:30AM - 8:45AM **Registration & Continental Breakfast**
- 9:00AM - 5:00PM **Exhibits and Vendors available**
- 9:00AM - 9:15AM **Welcome**
Christine Callahan, Director, Early On Training and Technical Assistance
- 9:15AM - 10:30AM **Keynote**
Dr. Juliann Woods, Florida State University
- 10:30AM - 11:00AM **Break**
- 11:00AM - 12:15PM **Session 1**
- 12:15PM - 1:30PM **Lunch**
- 1:30PM - 2:45PM **Session 2**
- 1:30PM - 4:30PM **Seminars (In depth sessions that begin at the start of Session 2 and conclude at the end of Session 3)**
- 2:45PM - 3:15PM **Break**
- 3:15PM - 4:30PM **Session 3**

Friday, November 4, 2011

- 7:30AM - 8:15AM **Continental Breakfast**
- 8:30AM - 8:45AM **Early On Update**
Vanessa Winborne, Michigan Department of Education
- 8:45AM - 10:00AM **Keynote**
Dr. Louis Rossetti, University of Wisconsin Oshkosh
- 10:00AM - 10:30AM **Break**
- 10:30AM - 12:30PM **Session 4**
- 12:30PM - 1:15PM **Lunch and Closing Comments**
- 1:30PM - 3:30PM **Session 5**
Dr. Louis Rossetti, University of Wisconsin Oshkosh



Keynote: Making Connections with Caregivers in Early Intervention: Oh the Possibilities!



Thursday, 9:15AM - 10:30AM

Juliann J. Woods, Ph.D., CCC-SLP, Director, Communication and Early Childhood Research/Practice Center, Florida State University

Providing early intervention to enhance family-centered services and supports provides opportunities to make connections, build capacity, and increase competence for both providers and family partners. This session will focus on the early interventionist's

role in making those connections and how each partner has the opportunity to increase knowledge and skills essential to high quality early intervention. The use of technology for connecting with families will also be addressed. Dr. Woods teaches and conducts research on early intervention for young children with or at risk for communication delays and autism spectrum disorders. She has multiple articles and book chapters supporting caregiver implemented interventions within daily routines and activities.

ASHA

Early On Update



Friday, 8:30AM - 8:45AM

Vanessa Winborne, State Part C Coordinator, Michigan Department of Education

The Michigan Department of Education, as the state lead agency for *Early On* Michigan, has the responsibility to oversee the administration of Part C of the Individuals with Disabilities Education Act. Vanessa will provide participants with the federal and state updates and information regarding *Early On* Michigan.

ASHA

Keynote: Enhancing Parent/Caregiver Involvement in Early Intervention



Friday, 8:45AM - 10:00AM

Dr. Louis Rossetti, Professor Emeritus of Communicative Disorders, University of Wisconsin Oshkosh

One of the most promising aspects of legislation for children with special needs is the recognition that family is critical to the success of intervention activities. This session will review the concepts of attachment and how to enhance caregiver involvement in early

intervention. A variety of specific clinical examples will be provided as family issues are discussed, with participant involvement encouraged. Dr. Rossetti is author of the *Rossetti Infant-Toddler Language Scale*, the most widely used communication assessment scale for children under three years of age in the world. He is the founding editor of *Infant Toddler Intervention: The Transdisciplinary Journal* and a fellow of the American Speech-Language-Hearing Association.

ASHA

Celebrating 10 Years of Service

October 1, 2011 marks the 10th anniversary for *Early On* Training and Technical Assistance! During this time we have had the pleasure of working with so many *Early On* Coordinators and providers to consider *Early On* systems, understand the changing state and federal requirements, and examine and improve our practices with infants, toddlers, and families. We've supported each other during the challenging times of a plunging economy and changes in our system structures. As a result we've all grown, met the challenges, changed to accommodate the times, and we're still here! We have exciting work to do with supporting you as our systems adapt to change and together we will move forward, keeping in mind the children and families that we serve. In honor of our 10 years together, let us take time to celebrate! Please plan to join us for an anniversary reception, generously sponsored by Public Sector Consultants and the Michigan Association of Administrators of Special Education, Thursday evening, November 3, from 5:30 to 7:30. We hope to see you there!

OAE Screener (formerly called AuDX)

Calibration/updates of the OAE screening equipment will be available on site. The OAE screener must be calibrated every 18 months to remain accurate. Those interested are asked to register in advance.

Watch the *Early On* listserv for registration information from Tiffany Kostelec, *Early On* Coordinator for Public Health, Michigan Department of Community Health.



Continuing Education Credits

State Board Continuing Education Units (SB-CEUs)

An application has been submitted for State Board Continuing Education Units (SB-CEUs). Credit will be offered for all sessions, pending approval.

American Speech-Language-Hearing Association (ASHA)

For sessions coded ASHA, Continuing Education Units (CEUs) will be awarded through the American Speech-Language-Hearing Association, through a cooperative agreement with Michigan State University. Credit will be offered for specific components and workshops at this conference.



Michigan State University, Department of Audiology and Speech Services is approved by the Continuing Education Board of the American Speech-Language-Hearing Association (ASHA) to provide continuing education activities in speech-language pathology and audiology. See course information for number of ASHA CEUs, instructional level and content area. ASHA CE Provider approval does not imply endorsement of course content, specific products or clinical procedures.

This course is offered for 1.05 ASHA CEUs (Various levels, Professional area).

Nursing Contact Hours (NCH)

For sessions coded NCH, an application has been submitted for Nursing Contact Hours. Credit will be offered, pending approval. Content approval information will be available at the conference.

Social Work Contact Hours (SWCH)

An application has been submitted for Social Work Contact Hours. Credit will be offered for all sessions, pending approval. Course approval information will be available at the conference.

Conference Codes

The *Early On* Michigan Conference and Faculty Colloquium is designed for professionals at all levels and families who want to grow in their knowledge and skill on behalf of children with disabilities, ages birth to three years.

Conference Codes are given to assist participants in the selection of workshop sessions for their individual learning.

Core level indicates that the presentation is focused for participants who are interested in learning the fundamentals of early childhood intervention topics.

Concentrated level indicates the presentation is targeted for participants who are interested in informational topics that are more in-depth.

All indicates that the session is appropriate for all conference participants and includes both core and concentrated topic information.

Faculty sessions are open to all; however, content has been developed with university or college faculty in mind.

Thursday, 11:00AM - 12:15PM**1A Ready? Or Not? Speech-Language Pathologists' Perceptions of Their Graduate Preparation for Early Intervention Practices**Lena Caesar, *Andrews University/Loyola University-Maryland*

This session will provide information regarding the present theoretical and practical curricular offerings in the area of early intervention among university programs in Michigan. Ideas for setting up model early intervention Speech-Language Pathologist training programs in the state will be shared.

ASHA/Faculty

1B Thirst for Trends in Your Service AreaAllan Knapp, *Interagency Information Systems*Mary Schrader, *Interagency Information Systems*

Come see the possibilities with tracking collected data over time through the value of EdCharts. This presentation will include some far-out possibilities, show some options available in MI-CIS, and answer questions from the audience. **Concentrated**

1C Helping Parents Create Everyday Learning OpportunitiesDawn Koger, *Oakland Schools*Sue McIntyre, *Oakland Schools*

Everyday family and community life provides infants and toddlers rich opportunities for learning. Hear how one service area has provided a multitude of workshops, activities, and supports to teach parents and caregivers how to increase the use of everyday learning opportunities that do not require a lot of time, planning or money for parents, yet are cost effective for service areas.

ASHA/All

1D Musical Visits for Infants to 3s: Nurturing the Bond Through Music, Movement & LiteratureGari Stein, *Music for Little Folks*

Whether a novice or seasoned practitioner, you will come away with strategies for helping families strengthen the bond with their child while incorporating a rich and calming musical environment into their everyday routine.

NCH/All

Thursday, 11:00AM - 12:15PM

1E Power of Partnerships

Sara Pericolosi, *Dickinson-Iron ISD*

Cherie Fila, *Dickinson-Iron ISD*

How can we support the comfort level of new staff and family members when delivering services in the family's home? Participants in this workshop will reflect on their personal philosophy and practice related to family-centered services and learn about methods for supporting staff growth and family comfort.

NCH, ASHA/Core

1F Make It - Take It - Use It - Why?

Stacy Williams, *St. Clair RESA*

Teri Tabacco, *Michigan Cooperative Extension*

Demonstration, explanation, and hands on experience during this workshop will increase participant knowledge of how play time using recycled household items can increase the opportunity to work on several developmental domains at the same time. Hear the explanation of why the play activity should be 90 percent about the child and only 10 percent about the toy. (Repeats in 2E)

ASHA/Core

1G Strategies for Increasing Learning Opportunities for Young Children with Autism Spectrum Disorder (ASD)

Amy Matthews, *Grand Valley State University*

Learn about effective practices for working with young children with ASD that focus on increasing learning opportunities and engagement during play and daily activities to assure that children have opportunities to learn critical skills such as imitation and communication.

NCH, ASHA/All



Thursday, 1:30PM - 2:45PM**2A Teaching Through Self-Reflection**

Judy Goth-Owens, *Lansing Community College*

Professional growth in working with children and families is a continual process guided by personal reflection. This workshop will help you recognize that how you teach families tells about who you are. Come experience learning opportunities that demonstrate effective teaching strategies.

NCH, ASHA/**Faculty**

2B Using Technology in Home-Based Speech and Language Intervention: An Introduction to the Versatility of Using iPods/iPads and Smart Phones

Alli Antonopulos, *Eaton ISD*

Information on helpful applications and their use in service delivery for supporting families and young children will be shared. Demonstrations will include ideas such as using music to encourage language, using puzzle apps to teach pointing, and the user-friendly ability of an iPad.

ASHA/**All**

2C Purposeful Play at Home and in the Community

Barbara Corbin, *Kent ISD*

Panel of Early Interventionists, *Kent County Early On*

This presentation will be a facilitated panel made up of early intervention staff who tailored the Statewide Autism Resource and Training (START) for Early Childhood to develop a purposeful playgroup environment with coaching families in using play time to help create learning opportunities that meet their child's developmental needs.

ASHA/**All**

2D Home Visitor Safety

Jacinda Jones, *Michigan Department of Human Services*

Teresa Marvin, *Michigan Department of Human Services*

Do you feel safe on all home visits? Gain knowledge of strategies to use in high-risk home visiting situations while exploring best practices for worker safety in this workshop session.

NCH, ASHA/**All**

Thursday, 1:30PM - 2:45PM

2E Make It - Take It - Use It - Why?

Stacy Williams, *St. Clair RESA*

Teri Tabacco, *Michigan Cooperative Extension*

Demonstration, explanation, and hands on experience during this workshop will increase participant knowledge of how play time using recycled household items can increase the opportunity to work on several developmental domains at the same time. Hear the explanation of why the play activity should be 90 percent about the child and only 10 percent about the toy. (Repeat of 1F) **ASHA/Core**

Seminars: Thursday, 1:30PM - 4:30PM

Participants who register for one of these sessions are required to register for Part 2 as well (either 3F or 3G, page 12).

2F Getting into the Routine: Building Family Capacity Through Routines-Based Intervention, **Part 1**

Dr. Juliann Woods, *Florida State University*

This workshop will provide an overview of various instructional strategies useful for early interventionists working with parents and caregivers to facilitate embedding the day-to-day intervention for children within daily routines and activities. Evidence supporting the use of the various strategies, methods to use them systematically, and guidelines for matching the appropriate strategies to the caregiver, will also be shared. **NCH, ASHA/Concentrated**

2G Communication Assessment & Intervention: Getting Parents Involved, **Part 1**

Colin A. Macpherson, *Mecosta-Osceola ISD*

Andi Strickler, *Mecosta-Osceola ISD*

Pauline Morrill, *Mecosta-Osceola ISD*

Increase your knowledge of language assessment, parent-informant language measures, and the Milieu Language Teaching model while learning intervention strategies for use in a child's home, community or classroom setting. **ASHA/Concentrated**

Thursday, 3:15PM - 4:30PM**3A Feeling Prepared for Family-Centered Practice: A Survey of *Early On* Providers in Michigan**Katie A. Strong, *Western Michigan University*Lolene Bargerstock-Oyler, *Western Michigan University*

How can universities help support individuals in preparation for entering the early intervention workforce? Come hear the results of a research project and survey focused on gathering perspectives from both pre-service educators and *Early On* providers. Help generate possible solutions for increasing opportunities to prepare practitioners for family-centered practice.

ASHA/Faculty

3B Lessons From the Field: Implementing the DECA Program within *Early On*Julie Helmer, *Michigan Department of Community Health*

Panel of Early Interventionists experienced in DECA

Come hear stories from real life *Early On* staff about how they are using the Devereux Early Childhood Assessment for Infants, Toddlers and Preschoolers (DECA I/T and DECA), specifically, how they are currently talking with families about social emotional health and using the DECA for building goals and strategies.

All

3C Focusing on Family Outcomes for State Performance Plan Indicator 4 (SPP 4)Anne Dallaire, *Macomb Intermediate School District*Julie Lagos, *Michigan Interagency Coordinating Council Co-Chair*

Do families always report positive experiences for the Family Outcomes Indicator? Determine what activities and supports you can implement in your own early intervention system to positively impact SPP 4 after attending this workshop session.

NCH, ASHA/All

Thursday, 3:15PM - 4:30PM

3D Family-Centered Positive Behavior Intervention Supports (PBIS) for Early Intervention

Denise Ludwig, *Grand Rapids Public Schools Ken-O-Sha Program*

David Ames, *Grand Rapids Public Schools Ken-O-Sha Program*

Learn about a coaching model of teaming and goal setting used with families to design and implement behavior support for children with challenging behaviors. This presentation features evidence-based methodologies used to address challenging behaviors within the context of natural environments. **NCH, /All**

3E Secure Attachments: The Foundation for Acquiring Skills Through Everyday Routines

Marian C. Orihel, *Oakland Schools*

Secure attachments can not only help babies and toddlers develop social and emotional skills, but also their ability to learn new information. This presentation will focus on helping participants learn the key components of a secure attachment, how these components can easily be incorporated into daily routines, and how those routines facilitate acquisition of a child's knowledge and skills. **NCH/Core**

Seminars: Thursday, 1:30PM - 4:30PM

Participants who register for one of these sessions are required to register for Part 1 as well (either 2F or 2G, page 10).

3F Getting into the Routine: Building Family Capacity Through Routines-Based Intervention, **Part 2**

Dr. Juliann Woods, *Florida State University*

This workshop will provide an overview of various instructional strategies useful for early interventionists working with parents and caregivers to facilitate embedding the day-to-day intervention for children within daily routines and activities. Evidence supporting the use of the various strategies, methods to use them systematically, and guidelines for matching the appropriate strategies to the caregiver, will also be shared. **NCH, ASHA/Concentrated**

3G Communication Assessment & Intervention: Getting Parents Involved, **Part 2**

Colin A. Macpherson, *Mecosta-Osceola Intermediate School District*

Andi Strickler, *Mecosta-Osceola Intermediate School District*

Pauline Morrill, *Mecosta-Osceola Intermediate School District*

Increase your knowledge of language assessment, parent-informant language measures, and the Milieu Language Teaching model while learning intervention strategies for use in a child's home, community or classroom setting. **ASHA/Concentrated**

Friday, 10:30AM - 12:30PM**4A Child Abuse and Neglect: Mandated Reporting**

Laura Schneider, *Department of Human Services*

Chad Hannahs, *Department of Human Services*

Participants will learn about potential indicators of child abuse and neglect including how to report child abuse. Time will allow for opportunity to apply the information through the use of scenarios and questions. **NCH, ASHA/All**

4B Kicking it Up a Notch for Children's Social Emotional Health! Infusing Simple Strategies Into Local Systems

Mary Mackrain, *Michigan Department of Community Health - Mental Health Services to Children and Families*

Lisa Sturges, *Great Start Collaborative - Oakland Schools*

Come learn more about social emotional resources for infants and toddlers, including resources that help sustain practitioner knowledge and prevent negative outcomes for children at risk. Join this interactive session to reflect, discuss, and plan for how to incorporate new practices into your local community efforts. **All**

4C Understanding the Challenges: A Refreshed Perspective

Kristin Armbruster, *Ingham Intermediate School District*

This session will offer service providers the opportunity to gain a greater understanding of our most challenging work with children and families and find effective ways to plan for and support a family's emotional growth and connectedness. **NCH, ASHA/Concentrated**

4D YOU Can Help Your Child Talk... Without Having a Speech Pathologist Come Live With You

Christy Schweitzer, *Henry Ford Health Systems*

Danielle Wenz, *Henry Ford Health Systems*

Take a look at the common types of communication disorders found in children ages birth to 36 months including expressive and receptive language delays, cognitive delays, developmental apraxia of speech, and autism. Strategies that can be taught to parents/caregivers will be provided. **ASHA/All**

Friday, 10:30AM - 12:30PM

4E The Many Facets of Feeding Skills

Monica K. Herman, *MK Therapies*

Come learn about the developmental sequence of feeding, the importance of feeding as it relates to development and to the caregiver-child bond. This session will cover simple strategies for working with parents to foster better child feeding skills and how to determine the need for further evaluations. **NCH, ASHA/Core**

4F The Journey to a Primary Service Provider Model: Lessons Learned Along the Way

Dawn Koger, *Oakland Schools*

Panel of Early Interventionists, *Royal Oak Public Schools*

Experience how one service area changed their early intervention service delivery model. While staff suspected this shift would better meet child and family needs, it wasn't necessarily an easy change for everyone. Doing the job they had loved for years differently meant consistently evaluating individual and team roles, securing administrative support, and questioning their practices. **NCH, ASHA/All**

4G Factors That Contribute to the Efficacy of Early Intervention and Current Intervention Practices

Dr. Louis Rossetti, *University of Wisconsin Oshkosh*

This session will alert early intervention professionals to a variety of issues related to intervention for children with special needs, and their families. Particular emphasis will be placed on the efficacy of intervention activities. Issues to be discussed include models of service delivery, models of team functioning, intervention with parents and caregivers, intervention in the home, center, and neonatal intensive care nursery, and measuring program efficacy. **NCH, ASHA/All**

Friday, 1:30PM - 3:30PM

5A Lowering Age of Identification and Effective Assessment Practices

Dr. Louis Rossetti, *University of Wisconsin Oshkosh*

Conference participants are invited to attend this special session with Dr. Rossetti. Topics to be discussed include the status of infant-toddler assessment, recipients of assessment activity, general and specific assessment concerns, choosing assessment instruments, developmental domains to be assessed, and the correct interpretation and reporting of assessment results. This session is highly clinical in nature. Common problems faced by the assessor will be discussed. **ASHA/Concentrated**

Conference and Colloquium Registration Rates

	By October 7, 2011	After October 7, 2011
Conference & Faculty Colloquium	\$130.00	\$160.00
Thursday Only	\$90.00	\$120.00
Friday Only	\$90.00	\$120.00
Student/LICC Parent	\$65.00	\$65.00

Applying for Discounted Rates: Students who wish to attend and receive the discounted rate must provide documentation on university letterhead indicating their enrollment at the college or university.

LICC parents who wish to attend and receive the discounted rate must provide documentation on ISD/agency letterhead indicating their current involvement as an LICC parent.

Please send requests for discounted rates and documentation to Roy Piggott at piggott_r@ccresa.org or fax it to him at (517) 668-0446.

Registration Procedures: Online registration is the preferred way to register and is available at www.eotta.ccresa.org. Please remit payment or purchase order within seven days to:

CCRESA EOT&TA
13109 Schavey Road, Suite 4
DeWitt, MI 48820

Cancellation Policy: Cancellation requests must be submitted via e-mail to piggott_r@ccresa.org on or before October 27, 2011. A \$15.00 processing fee is charged for each cancellation. The full conference fee is due for cancellations after October 27, 2011. Substitutions may be made up to the start of the conference.

Accommodations: Persons with disabilities needing accommodations for effective participation in the conference should contact EOT&TA at (866) 334-5437 at least ten (10) days in advance to request mobility, visual, hearing, and other assistance. Individuals may also indicate these needs in their online registration form.

Grand Traverse Resort

For conference participants, a block of rooms is reserved at the Grand Traverse Resort at the rate of \$71.00, applicable Tuesday, November 1, through Saturday, November 5. A 5 percent local lodging assessment tax is not included in the tax exemption. A daily resort fee of \$9.95 will be added to the guest room charge, which includes high-speed internet access in hotel and tower guest rooms, daily newspaper upon request, use of safe deposit box, free parking, unlimited use of resort fitness center including cardiovascular and strength training equipment, whirlpools, saunas and indoor pools, and on-property shuttle service to Cherry Capital Airport and Turtle Creek Casino.

The Grand Traverse Resort offers fine dining, the Tower Gallery of shops, indoor pools, a full-service spa complex, a fitness center, golf courses, and indoor tennis facilities. Rooms are equipped with coffee makers, hair dryers, and irons.

To ensure the conference rate, registration must be made by October 12, 2011. Please remember to bring your tax exempt ID information with you to supply to hotel staff upon check-in.

Please register directly with the hotel by calling 1-800-968-7352 and mention the *Early On Conference & Faculty Colloquium* or by using the online system at <http://grandtraverseresort.com/promocode/index.cfm?promoCode=EO1111> or enter the code "EO1111" on the Group Reservations section of the hotel website at www.grandtraverseresort.com.



Directions**From Grand Rapids:**

Go north on US-131 until you reach M-72 in Kalkaska. Go west on M-72 approximately 15 miles to Acme. Go right on US-31 about 1/2 mile. Resort will be on the right side of the road.

From Detroit: Take I-75 north through Saginaw until you reach exit 254 (M-72/Grayling). Go west on M-72 approximately 35-40 miles through Kalkaska into Acme. Go north (right) on US-31 about 1/2 mile. Resort will be on the east (right) side of the road.

From Lansing: Take Route 27 north to the merge with I-75. After the merge, continue to exit 254 (M-72/Grayling). Go west on M-72 approximately 35-40 miles through Kalkaska into Acme. Go north (right) on US-31 about 1/2 mile. Resort will be on the east (right) side of the road.

From Mackinaw: Take I-75 south until you reach exit 254 (M-72/Grayling). Go west on M-72 approximately 35-40 miles through Kalkaska into Acme. Go north (right) on US-31 about 1/2 mile. Resort will be on the east (right) side of the road.



While in Traverse City...

Front Street is the main shopping thoroughfare. It is a bustling place with more than 150 boutiques, galleries, restaurants, and coffee shops. It has a kind of small-town flavor. Just around the corner, on Union Street, is the small but captivating Old Town district, and a few blocks to the west is the Grand Traverse Commons, where the rambling Victorian-Italianate buildings of a 19th century asylum are being redeveloped into an elegant new retail district.

For a complete listing of Traverse City experiences visit www.downtowntc.com.

Save the Date!

2012 *Early On* Annual Conference & Faculty Colloquium



**November 8-9, 2012
Radisson Hotel, Kalamazoo**

Early On® Training & TA

13109 Schavey Rd., Suite 4
DeWitt, MI 48820

