

CURRICULUM VITAE

Dr. Jolene Addington, EdD, EdS, MS

Phone: (586) 881-0009

Email: drjoleneaddington@gmail.com

ORCID ID: 0000-0002-7358-9907

Personal Attributes

Dedicated educator with over 20 years of experience in early childhood education which includes: staff development, program management, training, monitoring, communication, and administration of early childhood programs.

Successful in supporting academic achievement of each student while maintaining consistent history of advancing shared organizational goals.

Utilize innovative teaching strategies that promote student success.

Dedicated to lifelong learning and enhanced student achievement.

Practiced communicator able to influence at all levels and maintain interpersonal and client relationships.

Capability to excel in a demanding, outcome-oriented, and dynamic work environment.

Unique visionary with ability to identify key issues and transition problems into solutions.

Results-focused leader with expertise developing education and training curriculum for a wide variety of subject areas.

Resourceful and creative thinker that is effective at providing quality instruction while fostering a positive learning environment for all students and staff.

Ability to speak conversational Spanish.

Efficiently and creatively use experience by providing a unique learning environment for students that challenge their critical thinking, oral and written communications, research and development, and organizational and analytical skills.

Advocate for the Early Childhood profession, speaking with political figures advocating for more funding and enhancing the resources.

Formal Education

Doctor of Education, Education Walden University Minneapolis, Minnesota	2020
Education Specialist, Early Childhood Walden University Minneapolis, Minnesota	2016
Master of Science, Early Childhood Studies Administration, Management and Leadership concentration Walden University	2014

Minneapolis, Minnesota

Bachelor of Science, Early Childhood Education

2007

Rochester College

Rochester Hills, Michigan

Master of Education, Instructional Design and Educational Technology

Expected Graduation

Focus-Adult Education and Corporate Training

Fall 2027

American College of Education

Minneapolis, Minnesota

Licenses and Certificates

Educator Preparation Program Faculty

2026-2031

College of Education and Human Services

Central Michigan University

Affiliate Training CLASS Infant

2023-2025

Teachstone

Affiliate Trainer CLASS Preschool

2022-2025

Teachstone

Certified Observer -Infant

2022-2025

Classroom Assessment Scoring System (CLASS)

Teachstone

Quality Matters Peer Reviewer

2021

Quality Matters

Ages and Stages Questionnaire (ASQ) Train the Trainer, ASQ-3 & ASQ:SE-2

2021

Brookes Publishing

WIDA Early Years Train the Trainer

2021

(Multilingual Learners Curriculum)

University of Wisconsin-Madison

Social-Behavioral-Educational, Researchers

2021 -2028

Collaborative Institutional Training Initiative Certification (CITI)

CITI Program

Elementary & Secondary Admin K-12 (ES)

2020-Present

#SA0000001038425

School Administrator Certificate Michigan

State of Michigan

Child Observation Record (COR) Reliable Assessor

2019

HighScope

Program Quality Assessment (PQA) Reliable

2019

HighScope

CDA Professional Development Specialist

2019-2025

Council for Professional Recognition

Certified Observer -Preschool

2018-2025

Classroom Assessment Scoring System (CLASS)

Teachstone

MiRegistry Approved Trainer

2018-Present

MiRegistry

The Growing Brain, Provisional Certification
Zero to Three

2021-2022

Texas Early Childhood Intervention Certificate
State of Texas

2015-2017

Educator Experience

LEO Intermittent Lecturer

2026- Present

University of Michigan
Marsal Family School of Education
Ann Arbor, Michigan
Remote, Contract

Responsible for assisting with preparation and delivering asynchronous online instruction focused on entrepreneurial leadership in education. Key duties include managing course grading, holding virtual office hours, and maintaining weekly communication with students. Also co-authored and revised EDUCOLN 503 for Fall 2026.

Courses Taught:

EDUCONL 503 Entrepreneurial Leadership

Explores the principles and practices of entrepreneurial leadership within the educational landscape. Designed for aspiring and current educators, administrators, and other educational leaders, it examines how innovative thinking and entrepreneurial action can drive meaningful change in schools, districts, and educational organizations. Students will analyze contemporary challenges facing education, develop creative solutions, and learn to lead with vision, adaptability, and impact.

Adjunct Faculty

2024 – Present

Central Michigan University
Mt. Pleasant, Michigan
Remote, Contract

Function as an instructor for all students registering for the CMU Online course during the timeframe. Create and maintain an effective online presence by engaging with and assisting the students in the proper use of course materials to assist them in achieving mastery of the performance objectives through regular interactions facilitated via applicable learning management system components which may include, but is not limited to, threaded discussion forums, blogs, journals, wikis and synchronous virtual classroom sessions as well as telephone, email, and/or face-to-face contact and to provide tutoring assistance if students experience difficulties with the course materials. Where appropriate to evaluate and grade tests and other materials and assignments. Publish within the learning management system detailed contact information. Assign the final grades via the online grading system. Adhere to all CMU policies and procedures.

Courses Taught:

HDF 100WI Life Span Development

The study of basic principles of human development and their relation to family interaction.

TEL 300 Teaching Multilingual Learners: Birth – Grade 1

Teaching multilingual learners ages birth to 6 in early childhood learning environments and general education classrooms grades PK-1.

HDF 205WI Teaching and Learning about Race in Early Childhood

The course focuses on the development of racial awareness, the impacts of racism on child development, and culturally responsive, anti-bias principles for children from birth to 8 years of age. It may also be offered as a Writing Intensive course.

HDF 309WI – Family and Community Partnerships in Early Childhood

Study of the child, family, and community, including family engagement in learning, family and community characteristics, opportunities, and risk factors.

Adjunct Faculty

North Central Michigan College
Petosky, Michigan
Remote, Contract

2024 – 2024

Used the Learning Management System (LMS), Brightspace, for posting of course syllabus and student grades.

Created and communicated a syllabus for each course taught in accordance with master syllabi.

Makes syllabi available to all enrolled students and the Department Dean as required each semester.

Followed textbook ordering procedure and will respond promptly to requests for textbook information.

Instruction on-line, followed accreditation requirements and approved to teach using remote instructional methods.

Participated in Outcomes Assessment Activities.

Submitted final course grades according to the deadlines established at the end of the semester.

Used the ncmich.edu email account to communicate with students, faculty and staff and checked email frequently and responded in a timely fashion to all emails.

Arranged to be available for students for office hours.

Engaged in individual student development, accessibility and coordinated with Student Services as needed to foster student success.

Maintained course records as appropriate for normal college procedures and for course assessment.

Communicated with students both verbally and in writing according to FERPA guidelines.

Followed all college procedures and policies.

Courses Taught:

ECE 202 OLA Observation and Assessment

Provides students experiences to increase awareness of, and knowledge about, a variety of developmentally appropriate assessment tools and strategies to use with children birth through eight years of age. Students will be introduced to observation and assessment techniques and how to use data to inform instruction.

ECE 205OLA- Curriculum and Methods

This course introduces students to the use of developmentally effective teaching/learning approaches and relationship based instructional strategies and tools as a foundation to support each child's development and learning, in partnership with families and other professionals, through meaningful and challenging curriculum. Topics include the use of reflective practice, content knowledge and resources in academic disciplines, appropriate pedagogy, inquiry tools, and resources to create/design, implement and assess learning environments and experiences to promote comprehensive development and learning for each child, family, and community.

Course Developer/Subject Matter Expert

North Central Michigan College
Petosky, Michigan

2024 – 2024

Remote, Contract

Participate in conference calls.

Incorporate characteristics of high-quality online instruction.

Create course content.

Create, review, and approve syllabus and rubric.

Provide original content that meets academic expectations.

Courses Created:

ECE 202 OLA Observation and Assessment

Provides students experiences to increase awareness of, and knowledge about, a variety of developmentally appropriate assessment tools and strategies to use with children birth through eight years of age. Students will be introduced to observation and assessment techniques and how to use data to inform instruction.

Course Developer/Subject Matter Expert

2022-2023

Columbia College
Saint Louis, Missouri
Remote, Contract

Select the textbook and for the course.

Participate in conference calls.

Incorporate characteristics of high-quality online instruction.

Create course content.

Create, review, and approve syllabus and rubric.

Provide original content that meets academic expectations.

Course Created:

CDEV 318- Community Partnerships to Support Whole Child Development

Philosophical foundations and collaborative strategies for teachers and other professionals working with young children. The development of partnerships with community services to reach, engage, and support young children and their families; child welfare, political influences, advocacy groups, and other factors that impact young children and their families; and the relationship between family, school, and community.

Course Content Writer/Subject Matter Expert

2022-2022

Focus Ed Solutions
Tampa, Florida
Remote, Contract

Created course content for a Catholic early childhood beginner's course.

Edits curriculum for grammar, mechanics, and content.

Apply appropriate context, audience, and purpose while editing.

Add to and revise existing content for clarity and understanding.

Add expert content knowledge where necessary to fill in or bridge any gaps in existing content.

Refer to module learning outcomes and objectives to ensure content covers outcomes appropriately.

End of Module Assessment questions for clarity and proper composition.

Rewrite where necessary.

Ensure questions align with module content presented in the course.

Provide links to additional resources for students to read for each Module.

Review learning scenarios made edits where clarity was required.

Made changes in Canvas where necessary.

Adjunct Faculty

Columbia College
Saint Louis, Missouri
Remote

2022-Present

Teach Early Childhood and Child Development courses online.

Deliver direct interactions with students in a professional manner.

Facilitate meaningful learning of the course competencies in the curriculum and proactively supports all facets of a safe and productive learning environment.

Develop strong relationships and communication with students from varied backgrounds through email, face-to-face contact, and phone communication in a timely manner.

Oversee quality of the course by reviewing the functionality and content, ensuring high quality delivery of content.

Maintain accurate and complete records of students' progress and development and provide appropriate student feedback.

Synthesize and report student performance in a timely manner.

Courses Taught:

CDEV 290- Infants and Toddlers

The study of infants and toddlers from conception to age 2. Students study maturational and environmental factors that shape the physical, cognitive, and social development of the infant and toddler.

EDUC 280- Language Acquisition and Emergent Literacy

The course will focus on the connection of oral language development and early literacy learning, with applications to working with children in early childhood and elementary school settings. Students will study the components of the language system (phonology, morphology, semantics, syntax, and pragmatics) and examine the course of development of these components. Further, students will develop understandings of the complexity, diversity, and power of language (written and spoken) as a tool for communicating and thinking. Learners' diverse languages, dialects, experiences, and abilities will be considered throughout the course.

CDEV 316- Engaging Families as Educational Partners

Philosophical foundations and collaborative strategies for teachers and other professionals working with families with young children. Parent education and involvement; family dynamics; child abuse; childcare; and the relationship between child, family, community, and educators will be discussed.

CDEV 291 DEA- Early and Middle Childhood

The study of children from age 3 to puberty. Students study maturational and environmental factors that shape the physical, cognitive, and social development of the child.

CDEV 318- Community Partnerships to Support Whole Child Development

Philosophical foundations and collaborative strategies for teachers and other professionals working with young children. The development of partnerships with community services to reach, engage, and support young children and their families; child welfare, political influences, advocacy groups, and other factors that impact young children and their families; and the relationship between family, school, and community.

CDEV106/EDU 106 - Child Health, Nutrition, and Safety

The study of health, nutrition, and safety as they relate to infants and children. First aid, physical health, mental health, nutritional needs, safety guidelines, and abuse and neglect are discussed, as well as guidelines for effectively meeting children's needs in childcare settings and classrooms.

EDUC 504 - Curriculum Design and Evaluation

The study of curriculum design from historical precedent to current models of curriculum construction, implementation, and evaluation.

EDUC 502 DEA – Foundations and Psychology of Educational Leadership

Introduction of fundamental principles within administrative theories, including organizational theory, bureaucratic models, leadership theories, change theories, content theories, and process theories. Contemporary practices are studied and analyzed.

Adjunct Faculty, Department of Teaching and Learning

2021-Present

American College of Education
Minneapolis, Minnesota
Remote

Teach master's level college courses online.

Deliver direct interactions with students in a professional manner.

Facilitate meaningful learning of the course competencies in the curriculum and proactively supports all facets of a safe and productive learning environment.

Develop strong relationships and communication with students from varied backgrounds through email, face-to-face contact, and phone communication in a timely manner.

Oversee quality of the course by reviewing the functionality and content, ensuring high quality delivery of content.

Maintain accurate and complete records of students' progress and development and provide appropriate student feedback.

Synthesize and report student performance in a timely manner.

Dissertation Chair and Committee Member

2021-2022

American College of Education
Minneapolis, Minnesota
Remote

Reviews and provides feedback on the dissertation.

Qualitative and Quantitative Research Designs.

Mentor doctoral candidates.

Attends, participates in, and evaluates the oral defense.

Reviews of the proposal, drafts of chapters, and final drafts of the dissertation.

Courses Taught:

EC5403- Foundations of Child Development

Focused on development, this course will explore classic theories of child development while investigating emerging theories in the field. This course establishes an understanding of current practices and concerns relating to how they influence a child's environment and future learning experiences.

EC5413 – Child Growth and Development

This course will address the traditional stages of development from infancy through early childhood. Concepts will address developmental milestones, domains of thought, and related theories of growth.

RES5313 – Research Methods for Early Childhood Education

This methods course takes an action research approach, providing a systematic framework for early childhood professionals to apply data-based decision making for the improvement of their practice. The course differentiates quantitative, qualitative, and mixed methods of action research with a focus on application of results in the workplace. Emphasis is placed on development of a literature review featuring evidence-based strategies as a part of a research proposal.

ED5423 - Family, School, and Community

This course will address how to establish and support partnerships with families and the community around the school. Content will address how to meet the needs of families, establish connections in the community, and serve as an advocate for early childhood.

EC5433 - Curriculum Development: Content Specific

Addressing content-specific curriculum development, strategies will be introduced to promote development across specific areas of learning. Selected activities will be investigated to promote literacy, social and emotional growth, logical reasoning, and physical development.

ED5423 – Curriculum Development: Methods and Strategies

This content will focus on curriculum design using learning expectations across different standards and the developmental needs of children. Curriculum design methods, developmentally appropriate practices, and application methods will be explored by relating distinctive age-appropriate ideas.

EC5443 - Trends in Early Childhood Education

This course explores current trends in early childhood education by examining public policy, research, professional development relevant to classroom practices, and program management. Creating a connection between theory and current information will help to maintain relevance for the profession.

EC5403 – The Exceptional Child

Exploring developmental and learning needs of children with exceptional learning abilities, the content will address the diverse needs of the gifted, students with exceptional needs, and children with learning disabilities. Strategies will be established to support a variety of learning needs while working with families to foster a consistent learning environment.

ED5413 - Observation and Assessment

Content in this course will include observation strategies and assessment tools used to design curriculum and identify developmental needs of children in the classroom. Methods utilizing assessment and providing guidance for classroom curriculum designed to support the identification of individual learning needs will be considered. Strategies will be aligned to the ongoing development of student portfolios as a form of observation.

EC5423 – Instructional Methods for Early Childhood Special Education

This course prepares educators to implement evidence-based instructional methods and intervention techniques for children with special needs from infancy through grade 2. Candidates develop competencies in designing, adapting, and implementing developmentally appropriate curriculum and instructional strategies that foster social, emotional, cognitive, communication,

adaptive, and motor development across early childhood settings such as home, school, and community.

Substitute Teacher – Elementary, Middle and High School

2016-2017

PESG

Caledonia, Michigan

Maintained confidentiality of student and school personnel information.

Upheld discipline and classroom control that fosters a safe and positive learning environment for all students and staff in accordance with school and county policies.

Ensured adequate supervision to assure health, welfare, and safety of all students.

Implemented lesson plans, while ensuring the integrity of academic time and in a manner which motivates students to learn and participate.

Organized students for effective instruction.

Preschool Teacher

2008-2012

Teaching and Mentoring Communities Migrant and Seasonal Head Start Program

Donna, Texas

Planned and implemented lesson planning that was developmentally appropriate.

Met Head Start Performance Standards, along with other federal, state, and local requirements.

Performed assessments using the Ages and Stages Questionnaire (ASQ), Early Learning Profile (E-LAP) and Devereux Early Childhood Assessment (DECA).

Delegated and supervised the Teacher Assistant.

Taught lessons in both English and Spanish.

Utilized the Scholastic Preschool curriculum.

Teacher Assistant

2006-2008

Substitute Teacher

2004-2006

Macomb County Head Start

Mount Clemens, Michigan

Assisted with the implementation of lesson plans and daily activities in the classroom.

Assured a safe environment was provided to students.

Collaborated in lesson planning using the Creative Curriculum.

Documented anecdotal notes for teacher.

Assessed students using the Devereux Early Childhood Assessment (DECA).

Implemented lesson plans for Preschool age students.

Actively supervised all students.

Followed health and safety policies and procedures with students.

Mommy and Me Instructor & Cooking for Kids Instructor

2003

Chippewa Valley Schools-Community Education

Clinton Township, Michigan

Taught mommy and me classes to parents of children age birth to 12 months.

Supplied students and parents with resources on child development, cooking, and baking.

Planned a lesson for each one hour six-week session.

Instructed children ages 10 to 13 basic cooking skills.

Academic Administration Experience

Deputy Director for Early Childhood Services, School Readiness

2018-2021

Oakland Livingston Human Services Agency
Pontiac, Michigan

Monitor compliance of curriculum, quality rating improvement systems, Head Start Performance Standards, Great Start Readiness Program requirements, and Michigan State Licensing requirements.

Analyze data of child outcome reports, statistics related to program management, and teacher observations.

Create policies and procedures for the Early Childhood Services Department.

Administer management and administration of the education component of the Early Childhood Services Department.

Collaborate with Community Partners.

Develop professional development training for staff and childcare providers on curriculum, child growth and development, developmentally appropriate practices with young children and dual language learners for over two hundred staff.

Oversaw professional development pertaining to the HighScope curriculum.

Facilitate grant writing.

Oversee and maintain budget in excess of over \$10 million.
Communicate with parents. Develop Behavioral Plans for children with input from parents and staff when necessary.

Manage a staff of over 200 teachers, 4 Center Managers, and 4 Associate Directors.

Strategic Planning for the company and the division.

Budgeting.

Child Development Advocate/Assistant Manager

2012-2013

Teaching and Mentoring Communities Migrant and Seasonal Head Start Program
Donna, Texas

Oversaw educational and disability related needs for all students at the center level.

Mentored and coached teaching staff.

Ensured the professional development goals were met.

Managed Center Operations in the absence of the Center Manager.

Articles, Research, and Publications

Published under the name- Jolene Andriaschko

Andriaschko, Jolene. (2023). Building Family Engagement with Multilingual Learners. Exchange Magazine. Summer 2023. Volume 45, Issue 2, No. 270

Michigan Department of Education. (2022). Early Childhood Standards of Quality for Birth to Kindergarten. <https://www.michigan.gov/mde/services/early-learners-and-care/early-childhood-standards-of-quality>

Andriaschko, J., Aguilar, S., Curtis, Rebecca R., Cale, C., & McCraney, M. (2021). Challenges Head Start Teachers Face Dual Language Learners. *Education, Language, and Sociology Research*. (Volume 2, No. 3).

Andriaschko, J. (2020). Exploring Head Start Teachers' Challenges Working with Dual Language Learners. (Doctoral Dissertation). Retrieved from ProQuest (Accession #27955873).

Honors

Exchange Leader presented by Exchange Magazine May 2023

Scholarly and Professional Presentations

ACEs, PTSD, and Childhood Resilience May 2026
ECE Growth 3rd Annual Early Childhood Conference,
Play, Learn, Grow!
ECE Growth
Auburn Hills, Michigan

Early Development and Attachment March 2026
2026 Michigan Association for the Education for Young Children
Conference
Michigan Association for the Education of Young Children
Grand Rapids, Michigan

Early Development and Attachment June 2025
Family Child Care Network Conference
Southwest Resource Center
Kalamazoo, Michigan

Strategies for Supporting Multilingual Learners April 2025
2025 ECE Growth, Early Childhood Conference, Building Strong Programs
Auburn Hills, Michigan

Early Development and Parenting November 2024
Project Recovery Intensive Services for Mothers (PRISM)
Oakland Family Services
Virtual

Trauma and Toxic Stress- Effects on Parenting and Early Childhood Development November 2024
Project Recovery Intensive Services for Mothers (PRISM)
Oakland Family Services
Virtual

Multilingual Families: Building Family Engagement October 2024
2024 Michigan Afterschool Collaborative Leadership Summit
Mt. Pleasant, Michigan

Multilingual Families: Building Family Engagement April 2024
2024 Michigan Association for the Education for Young Children
Conference
Michigan Association for the Education of Young Children
Grand Rapids, Michigan

Advocacy to Impact Improvements in Early Childhood 2024 Michigan Association for the Education for Young Children Conference Michigan Association for the Education of Young Children Grand Rapids, Michigan	April 2024
Adventures in Networking: Building Your Early Childhood Career One Step at a Time 2024 Building on Behalf of Children Conference Child Care Network Ann Arbor, Michigan	April 2024
Strategies for Supporting Multilingual Learners Presented at the 2023 NAEYC Annual Conference National Association for the Education of Young Children Nashville, Tennessee	November 2023
Infants and Toddlers Learning Two Languages Presented at the Infant and Toddler Conference Michigan Association for the Education of Young Children Flint, Michigan	November 2023
Advocacy to Impact Improvements in Early Childhood Presented at 2023 Michigan AEYC Annual Conference Michigan Association of the Education of Young Children Grand Rapids, Michigan	April 2023
Adventures in Networking: Building Your Early Childhood Career One Step at a Time Presented at 2023 Michigan AEYC Annual Conference Michigan Association of the Education of Young Children Grand Rapids, Michigan	April 2023
Classroom Practices for Teaching Multilingual Learners Presented at 2023 Michigan AEYC Annual Conference Michigan Association of the Education of Young Children Grand Rapids, Michigan	April 2023
From Happy to Angry and Everything In Between- A Journey of Infant and Toddler Social Emotional Development Presented at 2022 Michigan AEYC Annual Infant and Toddler Conference Michigan Association for the Education of Young Children Troy, Michigan	November 2022
Strategies for Supporting Multilingual Learners Presented at the Starfish Family Services Pre-Service Starfish Family Services Inkster, Michigan	August 2022
Strategies for Supporting Multilingual Learners Presented at the Somerset Academy for Young Children's Pre-Service Somerset Academy for Young Children Troy, Michigan	August 2022
Exploring Teachers' Challenges Working with Dual Language Learners Presented at the 2022 HighScope International Conference HighScope International Detroit, Michigan	May 2022
Strategies for Supporting Multilingual Learners Presented at 2022 Michigan AEYC Annual Early Childhood Conference Michigan Association for the Education of Young Children Grand Rapids, Michigan	May 2022

Exploring Teachers' Challenges Working with Dual Language Learners Presented at 51st Annual Conference National Association for Bilingual Education New York, New York	February 2022
The ABCs of Multilingual Learners Presented at the Infant and Toddler Conference Michigan Association for the Education of Young Children Lansing, Michigan	November 2021
Multilingual Families: Building Family Engagement Presented at the Home Base Child Care Conference Michigan Association for the Education of Young Children Lansing, Michigan	September 2021
Exploring Teachers Challenges Working with Dual Language Learners Presented at Doran International Early Childhood Education Tehran, Iran	July 2021
Dual Language Learners How We Can Support Their Learning Presented at Oakland Livingston Human Services Agency Pontiac, Michigan	August 2020
What to Expect from a CLASS Observation Presented at Oakland Livingston Human Services Agency Pontiac, Michigan	August 2019
The Basics of the HighScope Curriculum Presented at Oakland Livingston Human Services Agency Pontiac, Michigan	August 2018
Children with Special Needs and Inclusion in Preschool Presented at TMC Migrant and Seasonal Head Start Pontiac, Michigan	August 2012

Industry and Professional Experience

Senior Project Manager, Grant Development Acelero Inc./Shine Early Learning Inc. New York, New York	2024-Present
Project Management: Manage partners through the Head Start grant application process and Head Start Continuation Application process, support the facilitation of strategy meetings with stakeholders, and communicate and track client progress on application completion and submission.	
Project Management Systems: Refine and embed sustainable project management systems and practices for internal and external stakeholders.	
Grant Research and Identification: Research, identify, and evaluate potential grant opportunities from various sources to support the organization's programs and initiatives.	
Grant Proposal Development: Prepare, write, and submit Head Start and Public Systems grant proposals and applications, ensuring alignment with the organization's mission and strategic priorities.	
Collaboration: Collaborate with cross-functional teams, and stakeholders to gather information needed for grant proposals and reporting.	

Continuous Improvement: Continuously review and improve grant development processes and strategies to optimize the organization's ability to secure grant funds effectively.

Write Head Start Continuation Applications for Head Start grants.

Manager Early Childhood Support Network

2021-2024

United Way for Southeastern Michigan
Detroit, Michigan

Oversight and compliance of Early Childhood Network Scope of Work.

Support partnerships with Resource Center Agencies.

Review and provision of Training and Technical Assistance both in person, and virtually, to full Great Start Network.

Provide support and direct supervision of Early Childhood Network Specialist for Communication and Compliance and Specialist for Training and Technical Assistance Specialist.

Monitoring of Resource Center Scopes of Work and compliance.

Review and feedback on Resource Center reporting.

Coordination and compliance of Early Childhood Support Network Regional Governance Structure.

Review and coordination of all Training and Technical Assistance to Early Childhood Support Network staff, Resource Center staff, Great Start Collaborative Directors, Great Start Parent Liaisons, partner organizations, and statewide offerings.

Review and updates to relevant Early Childhood Support and Resource Center policies, procedures, contracts, memorandum of understandings, and other documentation with support from Early Childhood Support Network Specialist for Communication and Compliance.

Structure, content development, and delivery of Early Childhood Support Network and Resource Center meeting and scope of work compliance sections in coordination with Early Childhood Support Network Specialist for Communication and Compliance and the Specialist for Training and Technical Assistance.

Messaging, communications support, and oversight with Early Childhood Support Network Director and Early Childhood Support Network Specialist for Communication and Compliance Coordinator to ensure compliance.

Budget, invoicing, and spenddown tracking for report out to Early Childhood Support Network Director and Organizational Lead.

Adherence to timelines, follow up, tracking, monitoring, and compliance protocols for all areas of the Early Childhood Support Network Work Plan.

Social Media support, review, and supervision relevant to Early Childhood Support Networks and Resource Centers.

Serve and represent Southeastern Early Childhood Support Network on multiple statewide and local committees, work groups, and meetings.

Write for external grants and review submissions for internal RFPs.

Quality Improvement Consultant

2017-2018

United Way for Southeastern Michigan
Detroit, Michigan

Assessed learning needs of unlicensed subsidized childcare providers.

Organized training and socialization events for providers.

Completed data collection and analysis.

Collaborated with Community Partners.

Taught professional development training in early childhood education.

Facilitated the Race to the Top Grand Funding.

Oversaw professional development using the HighScope curriculum.

Spanish Translation

2015-2016

Romeo Community Schools
Romeo, Michigan

Supplied Spanish to English interpreting for official school meetings including teacher conferences and Individual Education Plan (IEP) meetings.

Provided interpreting for all grade levels including elementary, middle, and high school.

Language Acquisition

2015-2016

Romeo Community Schools
Romeo, Michigan

Provided additional assistance to elementary students who were dual language learners.

Collaborated with teaching staff to find students' strengths in the academic environment.

Assessed student's English language abilities.

Worked with students of five to eleven years old with a variety of cognitive levels.

Assessed students using WIDA and DIBBLES.

Early Intervention Specialist

2013-2015

Region One, Office of Early Learning
Brownsville, Texas

Created Individual Family Service Plans (IFSP) for families of children with special needs.

Provided early intervention and case management services to families.

Administered the Battelle Developmental Inventory (BDI).

Implemented a family service plan.

Provided specialized skills training directly to families of children with special needs.

Communicated in both English and Spanish to families.

English as a Second Language Child Care

2002-2003

Chippewa Valley Schools
Clinton Township, Michigan

Provided childcare services to parents who were learning English as a second language.

Cared for children aged from birth to five years of age who spoke a wide variety of languages.

Organized play time through lesson planning.

Followed all health and safety policies and procedures.

Nursery Teacher

2000-2002

King of Kings Church

Shelby Township, Michigan

Provided a safe play environment for children while parents attended services.

Cleaned playroom and toys.

Played with children aged from birth to 4 years.

Entrepreneurial Experience

Private Consultation

2021-Present

Michigan

Provide support to education programs that increase quality including but not limited to coaching, research, data collection, grants, facilitation, observations, evaluations, professional development, and project planning. Targeting early childhood education (birth to school age), K-12 education and higher education.

Approved Trainer Extending

MiRegistry

2021-Present

Approved Trainer Extending in MiRegistry, the Michigan professional development platform for early childhood professionals. Have created and written the following approved courses approved in MiRegistry:

A Journey of Infant and Toddler Social Emotional Development
Adventures in Networking Building Your Early Childhood Career One Step at a Time
ACES, PTSD, and Childhood Resilience
Strategies for Supporting Multilingual Learners
The ABCs of Multilingual Learners
Challenges Preschool Teachers Face with Dual Language Learners

Memberships and Affiliations

Michigan Association for Infant Mental Health

2022-2024

Zero to Three

2021-2024

HighScope

2019-Present

Michigan Association for the Education of Young Children

2015-Present

National Association for the Education of Young Children

2012-Present

Council for Exceptional Children and Division for Early Childhood

2022-2023

Society for Research in Child Development

2022-2023

Michigan Association of School Boards

2021-2021

National Association for Bilingual Education

2019-2023

Michigan Association of Secondary School Principals

2019-2021

National Head Start Association

2018-2020

Association for Early Learning Leaders	2018-2020
Texas Association for the Education of Young Children	2012-2015

Community Service and Social Contributions

T.E.A.C.H. Advisory Committee Michigan Association for the Education of Young Children	2024-Present
Child Care Development Fund State Plan Consultation Sessions FY25-27 Michigan Department of Lifelong Education, Advancement, and Potential	2024-2024
Subject Matter Expert- Multilingual Learners Michigan Virtual Learning Portal Multilingual Learner Courses • Interactive Reading and Multilingual Learners • Engaging Multilingual Families • Encouraging Language Development in Multilingual Learners Michigan Department of Lifelong Education, Advancement, and Potential	2024-2024
Committee Member- Awards Committee Michigan Association for the Education of Young Children Lansing, Michigan	2023-2024
Board Member- Member at Large Michigan Association for the Education of Young Children Lansing, Michigan	2023-2025
Committee Member- Advocacy Michigan Association for the Education of Young Children's Advocacy Committee Lansing, Michigan	2020-2024
Michigan Committee Member Envisioning, Planning, and Implementing Better Systems for Dual Language Learners Peer Learning Community Sponsored by the National Institute for Early Education and Research and Migration Policy Institute Lansing, Michigan	2023-2024
Committee Member Multilingual Early Years Steering Committee Michigan Department of Education Lansing, Michigan	2021-2024
Consulting Editor National Association for the Education of Young Children Washington D.C.	2022-Present
Committee Member Michigan Department of Education Early Childhood Standards Review and Revisions Committee Michigan Department of Education Lansing, Michigan	2021-2022
Committee Member for the following subcommittees: • Multilingual Learners • Engineering and Technology • Science • Approaches to Play and Learning • Family Partnerships	

- Learning Environments
- Public Comment
- Design Work Proposal
- Wrote Introductions to Engineering & Technology and Science

Community Member ProQuest Dissertations & Theses Discovery Community ProQuest Online	2021-2022
---	-----------

School Board Trustee Chippewa Valley Schools Board of Education Chippewa Valley Schools Clinton Township, Michigan	2021-2021
---	-----------

- Chairperson of the Personnel Committee
- Member of the Building and Site Committee
- Member of the Technology Committee

Board Member Rochester University Alumni Association Rochester University Rochester Hills, Michigan	2021-2022
--	-----------

Conferences Attended

2026 Michigan Association for the Education for Young Children Conference Grand Rapids, Michigan	March 2026
--	------------

2025 Michigan Association for the Education for Young Children Conference Grand Rapids, Michigan	April 2025
--	------------

2025 ECE Growth, Early Childhood Conference, Building Strong Programs Auburn Hills, Michigan	April 2025
---	------------

2024 Michigan Afterschool Collaborative Leadership Summit Mt. Pleasant, Michigan	October 2024
---	--------------

2024 Michigan Association for the Education for Young Children Conference Grand Rapids, Michigan	April 2024
--	------------

2024 Building on Behalf of Children Conference Child Care Network Ann Arbor, Michigan	April 2024
---	------------

2023 NAEYC Annual Conference National Association for the Education of Young Children Nashville, Tennessee	November 2023
--	---------------

2023 Michigan AEYC Infant and Toddler Conference Michigan Association for the Education of Young Children Flint, Michigan	November 2023
---	---------------

2023 Zero to Three Learn Conference Zero to Three Minneapolis, Minnesota	September 2023
--	----------------

2023 Michigan AEYC Annual Conference	April 2023
--------------------------------------	------------

Michigan Association for the Education of Young Children
Grand Rapids, Michigan

2022 Michigan AEYC Annual Infant and Toddler Conference
Michigan Association for the Education of Young Children
Troy, Michigan

November 2022

Division for Early Childhood's 38th Annual International Conference on Young Children with Disabilities
and Their Families
Division for Early Childhood and International Society on Early Intervention
Chicago, Illinois

September 2022

2022 HighScope International Conference
HighScope International
Detroit, Michigan

May 2022

2022 Michigan AEYC Annual Early Childhood Conference
Michigan Association for the Education of Young Children
Grand Rapids, Michigan

May 2022

NABE 51st Annual Conference
National Association for Bilingual Education
New York, New York

February 2022

Michigan AEYC Infant and Toddler Conference
Michigan Association for the Education of Young Children
Lansing, Michigan

November 2021

2021 Home Base Child Care Conference
Michigan Association for the Education of Young Children
Lansing, Michigan

September 2021

2021 Michigan Home Visiting Conference
Michigan Public Health Institute
Virtual

August 2021

Leadership Education and Development Summit
National Head Start Association
Virtual

June 2021

NAEYC DAP Symposium
National Association for the Education of Young Children
Virtual

June 2021

2021 HighScope International Conference
HighScope International
Detroit, Michigan

May 2021

2021 Michigan AEYC Virtual Early Childhood Conference
Michigan Association for the Education of Young Children
Grand Rapids, Michigan

April 2021

NABE 50th Anniversary Conference
National Association for Bilingual Education
Virtual

April 2021

Michigan AEYC Public Policy Forum
Michigan Association for the Education of Young Children
Virtual

March 2021

Michigan AEYC Virtual Professional Learning Institute
Michigan Association for the Education of Young Children

February 2021

Virtual

Michigan Head Start Association Winter Assembly
Michigan Association for the Education of Young Children
Virtual
January 2021

Michigan AEYC Legislative Event
Michigan Association for the Education of Young Children
Virtual
November 2020

2020 Manager and Director Academy-National Head Start Association Conference
National Head Start Association
Virtual
July 2020

NAEYC's 2019 Professional Learning Institute
National Association for the Education of Young Children
Long Beach, California
June 2019

2019 HighScope International Conference
HighScope International
Detroit, Michigan
May 2019

2018 Fall Leadership Symposium-Early Learning Leaders
Early Learning Leaders
New Orleans, Louisiana
October 2018

Office of Head Start Region V Management/Leadership Academy
Region V Office of Head Start
Chicago, Illinois
May 2018

Residencies and Colloquia

Doctoral Residency
Walden University
San Antonio, Texas
June 2019

Emphasized growth and practice in research and disciplinary skills. The dissertation process was discussed in depth. Opportunities were had to meet with professors and other doctoral candidates to review the dissertation process and current drafts of dissertations.

Educational Training

The Basics of Trauma Informed Programs and Practices
In Early Childhood
Trainer Dr. Daicia Price
Southeastern Early Childhood Support Network
April 2024

Fostering Positive Attachment in Families with Infants and
Young Children
Trainer: Ashley Provost
Southeastern Early Childhood Support Network
April 2024

Helping Children Stay Developmentally on Track
From Birth to Third Grade: A Relationship Based Approach
Trainer: Dr. Carolyn Dayton
Southeastern Early Childhood Support Network
March 2024

Changing Color Blind Racism Using Critical Race Theory
And Liberatory Practice
Trainer: Shimon Cohen
Southeastern Early Childhood Support Network
February 2024

HighScope Curriculum Overview Training Trainer: Kenneth Sherman HighScope Educational Research Foundation	September 2023
Creative Curriculum Overview Training Teaching Strategies Southeastern Early Childhood Support Network	September 2023
Supporting Families Through a Disability Diagnosis Dr. LaShorage Shaffer Southeastern Early Childhood Support Network	September 2023
Dare to Connect! Building Trust and Solidarity Across Communities Dr. Ada Cheng Southeastern Early Childhood Support Network	August 2023
Quality Improvement to Reduce Suspension and Expulsion Traits of a Child, LLC Trainer: Dr. Sharon Scallion Southeastern Early Childhood Support Network	August 2023
Adaptive Schools Training Learning Works, LLC. Trainer: Christine Zimmerman Southeastern Early Childhood Support Network	June 2023
Birth to Three Literacy Lakeshore Learning	May 2023
Strengthening Families: Parental Resilience Children's Trust Fund Alliance	May 2023
Strengthening Families: Knowledge of Parenting and Child Development Children's Trust Fund Alliance	May 2023
Strengthening Families: Social Connections Children's Trust Fund Alliance	May 2023
Strengthening Families: Concrete Supports Children's Trust Fund Alliance	May 2023
Strengthening Families: Bringing the Protective Factors Framework to Life in Your Work Introduction and Overview Children's Trust Fund Alliance	May 2023
Introduction to PQA Basics School-Age Version David P. Weikart Center for Youth Program Quality	May 2023
Sometimes What's Understood Needs to be Explained: Diversity, Equity, and Inclusion Trainer: Yolanda Brown-Spidell Southeastern Early Childhood Support Network	April 2023
Introduction to Tableau United Way for Southeastern Michigan	April 2023
Fatherhood Engagement in Early Childhood Trainer: Dr. Carolyn Dayton Southeastern Early Childhood Support Network	March 2023

Recruitment and Retainment in Early Childhood Education Trainer: Kirsten Charnesky Southeastern Early Childhood Support Network	March 2023
Infant/Toddlers Environmental Rating Scale-3 (ITERS-3) Environmental Rating Scales Institute	March 2023
Family Child Care Environment Rating Scale-3 (FCCERS-3) Environmental Rating Scales Institute	March 2023
Early Childhood Environmental Rating Scale-3 (ECERS-3) Environmental Rating Scales Institute	February 2023
Adverse Childhood Experiences (ACE's) Overview Trainer: Kimirah Vincent Southeastern Early Childhood Support Network	December 2022
Birth to 3 Literacy Essentials Training Southeastern Early Childhood Support Network	October 2022
Supporting Young Children's Social Emotional Development Trainer: Dr. Carolyn Dayton Southeastern Early Childhood Support Network	August 2022
CLASS Train the Trainer Training for Pre-K Teachstone	August 2022
Linguistic Justice Trainer: Dr. April Baker-Bell Southeastern Early Childhood Support Network	July 2022
Who Me? Bias in Infant and Toddler Education Trainer: Dr. Carolyn Dayton Southeastern Early Childhood Support Network	July 2022
Advocacy in Early Childhood Education Trainer: Kirsten Charnesky Southeastern Early Childhood Support Network	July 2022
Immigrant Communities in Early Childhood Trainer: Najwa Dahdah Southeastern Early Childhood Support Network	July 2022
Infant and Toddler Development Trainer: Dr. Carolyn Dayton Southeastern Early Childhood Support Network	June 2022
Gender Identity and Expression in Early Childhood Trainer: Nathanael Flynn Southeastern Early Childhood Support Network	June 2022
Unconscious Bias Trainer: Fred Pryor Learning Southeastern Early Childhood Support Network	May 2022
CLASS Observer Infant Training Teachstone	May 2022
Diversity, Equity, and Inclusion Training Trainer: Kenneth Sherman HighScope	April 2022

Creative Leadership Trainer: Fred Pryor Learning Southeastern Early Childhood Support Network	April 2022
Recognizing the Leader in You Trainer: Crystal Sanford-Brown Southeastern Early Childhood Support Network	April 2022
Strengthening Families Training Early Childhood Investment Corporation	March 2022
Parent Café Training Early Childhood Investment Corporation	March 2022
Finding Your Way Through Conflict Trainer: Christine Snyder Southeastern Early Childhood Support Network	March 2022
Caregiver Coaching in Natural Learning Environments Trainer: Dathan Rush and M'Lisa Shelden	February 2022
Peer Reviewer Course Quality Matters	December 2021
Applying the QM Rubric Quality Matters	November 2021
Growing Great Kids Curriculum Tier 1 Training Growing Great Kids	September 2021
The Growing Brain Training of Trainers Zero to Three	September 2021
The Ounce Scale, Observational Assessment for Infants and Toddlers Pearson Education	August 2021
ASQ-3 & ASQ:SE-2 Training of Trainers Institute Brookes Publishing	July 2021
Introduction to Quality Matters Quality Matters	July 2021
Experiences with We Grow Together, a Professional Development System to Support Caregiver/Child Interactions for Infants and Toddlers Zero to Three	June 2021
Four Mindsets Involved in Any Interaction Michigan Association for the Education of Young Children	March 2021
Practices for Supporting Children of Diverse Cultures, Languages and Abilities Michigan Association for the Education of Young Children	February 2021
Statewide Cohort of Early Learning Professional WIDA Early Years Train the Trainer School of Education, University Wisconsin-Madison	January to June 2021
Essential Instructional Practices in Early Literacy Pre-K Essential 1 Michigan Virtual	August 2020
Changing Minds to Address Poverty in the Classroom Michigan Virtual	August 2020

Formative Assessment Michigan Virtual	August 2020
Art Safety for Educational Facilities Michigan Virtual	August 2020
Charlotte Danielson's A Framework for Teaching Michigan Virtual	July 2020
Transitioning to Remote Teaching 1: Getting Started Michigan Virtual	May 2020
Changing Challenging Behavior Through Risk Taking Michigan Association for the Education of Young Children	May 2020
Michigan Department of Education Program Evaluation Tool Michigan Virtual	May 2020
Educator Evaluation in Michigan: Preparing for Summative Evaluation Michigan Virtual	April 2020
Educator Evaluation in Michigan: Preparing for Formative Review Michigan Virtual	April 2020
Cultural Responsiveness Michigan Association for the Education of Young Children	April 2020
Educator Evaluation in Michigan: Unpacking the Framework Michigan Virtual	April 2020
Michigan Continuous School Improvement Michigan Virtual	April 2020
Advancing Equity in Early Childhood Education Michigan Association for the Education of Young Children	April 2020
PK-12 Administrator Certification Program Michigan Association of Secondary School Principals	January to December 2020
Infant Toddler Conflict Resolution and Problem-Solving HighScope	August 2019
NAEYC Accreditation Process (All Day Training) NAEYC	June 2019
Child Observation Record (COR) Advantage HighScope	March 2019
Preschool Program Quality Assessment (PQA) HighScope	April 2019
Preschool Science HighScope Wayne Oakland Macomb Resource Center	March 2018
Outdoor Activities Ages 0-5 HighScope Wayne Oakland Macomb Resource Center	February 2018
Reading Fun for Everyone HighScope	January 2018

Wayne Oakland Macomb Resource Center	
Understanding Preschool Development HighScope Wayne Oakland Macomb Resource Center	January 2018
Learning Through Song and Rhyme HighScope Wayne Oakland Macomb Resource Center	December 2017
Let's Move-Physical Activities for Young Children HighScope Wayne Oakland Macomb Resource Center	December 2017
Toddler Curriculum HighScope Wayne Oakland Macomb Resource Center	December 2017
Talk to Me-Talking to Young Children HighScope Wayne Oakland Macomb Resource Center	November 2017
Strengthening Families Wayne Oakland Macomb Resource Center	November 2017
Hold the Praise-Try Encouragement Instead HighScope Wayne Oakland Macomb Resource Center	November 2017
Outdoor Safety in the Early Childhood Setting HighScope Wayne Oakland Macomb Resource Center	November 2017
Deadly and Dangerous Look-A-Likes, Prescription Safety with Young Children Wayne Oakland Macomb Resource Center	October 2017
Family Engagement Learning Lab HighScope Wayne Oakland Macomb Resource Center	October 2017
Indoor Safety for Young Children Wayne Oakland Macomb Resource Center	October 2017
Age-Appropriate Activities for Infants and Toddlers HighScope Wayne Oakland Macomb Resource Center	September 2017
Conflict Resolution for Toddlers HighScope Wayne Oakland Macomb Resource Center	September 2017
Playroom Materials and Organization HighScope Wayne Oakland Macomb Resource Center	August 2017
Understanding Preschool Development HighScope Wayne Oakland Macomb Resource Center	July 2017
Parent Mentor Training Part I and Part II Macomb County Community Mental Health	October 2016

Business and Technical Training

Start Planning for Success: Our Next Journey Region V Office of Head Start	May 2021
Credentialing Systems for Home Visitors Council for Professional Recognition	April 2021
Avoiding a Burnout Crisis in the Education System Michigan Association for the Education of Young Children	February 2021
Michigan Ongoing Health and Safety Training Refresher Michigan Registry	December 2020
Seclusion and Restraint Michigan Virtual	October 2020
HIPPA Compliance Michigan Virtual	October 2020
Run, Hide, Fight Michigan Virtual	August 2020
Open Educational Resources in Michigan Michigan Virtual	August 2020
Michigan Department of Education Assessment Security Michigan Virtual	August 2020
Navigating COVID-19 and the Resilience of Early Childhood Educators HighScope	August 2020
Differentiated Instruction: Maximizing Learning for All Michigan Virtual	August 2020
Introduction to Incident Command System, ICS-100 Emergency Management Institute Federal Emergency Management Agency (FEMA)	August 2020
Discrimination in the Workplace Michigan Virtual	May 2020
Diversity in the Workplace Michigan Virtual	May 2020
Conflict Resolution Strategies Michigan Virtual	May 2020
Coronavirus Prevention Course Michigan Virtual	May 2020
Implementing Professional Learning Communities Michigan Virtual	April 2020
Violence in the Workplace Michigan Virtual	April 2020
Title IX/Sexual Misconduct at Educational Facilities Michigan Virtual	April 2020

FERPA-Family Education Rights and Privacy Act Michigan Virtual	April 2020
Apprenticeship Programs: An Alternative Approach to Workforce Credential Attainment National Center on Early Childhood Development Teaching and Learning	April 2020
Building Better Leaders Michigan Association for the Education of Young Children	April 2020
Informing and Engaging Families to Sustain Early Learning at Home HighScope	March 2020
People Centered Leadership Michigan Department of Education	June 2019
Health and Safety Training Course Part 1 and 2 Michigan Registry	September 2018

Highly Competent Subject Areas

Software:

Microsoft Office Suite
 Microsoft Teams
 Child Plus
 Google Suite
 Google Meet
 Zoom
 Web-X
 Big Blue Button
 Doodle
 Survey Monkey
 Survey Monkey Apply
 Constant Contact
 Canva
 Tableau

Learning Management Systems:

Blackboard
 Canvas
 Moodle
 Bright Space

Subject Matter Expert:

Dual Language Learners
 Multilingual Learners
 Family Engagement
 Curriculum
 Early Childhood Development
 Effective Programs & Practices
 Policy and Advocacy in Early Childhood
 Issues & Trends Early Childhood
 Diversity & Equity
 Budget & Allocating Resources
 Developing People & Leading Teams
 Planning & Managing Early Child Programs
 Family Culture Society in Early Childhood

Child Development
Family Support & Education
Marriage and the Family
Emerging Language and Literacy
Assessment of the Young Child
Nutrition
Legal Issues in Childhood Education
Infant and Toddler Development
Adolescent Development
Small Business Management
Ethics
At-Risk Child
Children's Literature & Drama
Cognitive Activity for Young Children
Infant/Toddler Care
Observation and Assessment Techniques
Developing Anti-Bias Curriculum
Quality Rating Improvement Systems

References

Thomasa Bond, Ph.D.
Professor, Author
Email: thomasa@drthomasa.com
Phone: 248-561-3025

Cheryl Priest, Ph.D.
Professor, Human Development and Family Studies
Email: pries1cn@cmich.edu
Phone: 989-506-2686

Jennifer Wixson, M.S.
Professor & Program Coordinator, North Central Michigan College
Email: jwixson@ncmich.edu
Phone: 231-342-1699

Hassan Hammoud, MA
Senior Manager, Ford Motor Company
Email: hhammoud@live.com
Phone: 313-330-8600

Elizabeth Pyden, JD
Executive Director, Michigan Education Association-Local 1
E-Mail: epyden@gmail.com
Phone: 586-484-5506

Bonnie D. Bonifield, MA-ECE, MA-Elem. Ed.
Early Childhood Consultant
Email: bonnie.bonifield@gmail.com
Phone: 734-846-1989

Shelia Johnson, MA
Early Childhood Professional
Email: sheilastevejohnson24@gmail.com
Phone: 734-218-3249

Melanie Gill, MPA
Associate Director, Community Investments, United Way for Southeast Michigan
Email: hicksme11@gmail.com
Phone: 734-637-3307

Jeffrey Miles, MSW

Vice President, Community Impact, United Way for Southeast Michigan

Email: jeff.miles@liveunitedsem.org

Phone: 517-712-7619