

# Lillian Sugarman

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## **EXPERIENCE OVERVIEW**

Lillian Sugarman's skills are in management, supervision, counseling and teaching. Much of her expertise lies in supporting individuals with disabilities from birth to adulthood. Lillian's work in Early Education has been in both the public and private sector. Being employed for 12 years with the Federal government allowed her to gain skills in working on a local level with programs; on a community level with state governments; and more globally on a regional and national level with practitioners and policy makers from diverse backgrounds. Her work on behalf of infants and toddlers began with the development of the Infant/Toddler Child Development Associate (CDA) certificate in 1983, and continued with her position as Director of the Early Head Start National Resource Center at ZERO TO THREE.

### **Professional Experiences**

- Head Start Experience: 50 years
- Early Head Start Experience 23 years
- Head Start Program on-site reviewer: 25 years
- Management Experience: 30+ years
- Federal Employee: 12 years
- Child Care + Early Childhood Experience: 50 years
- Child and Family Counseling: 10 years

## **RECENT AND RELEVANT PROJECT EXPERIENCE**

### **Consultant, Early Child Development Programs**

**Self-employed, Washington DC April 2012 - August 2016**

Responsibilities include: Design and implement mentor coaching program for United Planning Organization OEL Early Learning Specialists; provide training in child development and Early Head Start and Head Start program services to teachers and service staff; design and implement three day training seminars; observe infant and toddler and pre-school classrooms and record data; and conduct conference consultations with staff to feedback and develop strategies for professional development

### **Member of Presidents Committee on People With Intellectual Disabilities**

*Washington DC May 2011- May 2014*

One of 21 citizen members appointed by the President to serve on the committee. Responsibilities include participating in formal face to face meetings; providing advice to the president regarding issues and recommendations pertaining to individuals with disabilities; and preparing an annual report. The annual report submitted in 2012 was titled: Managed Long-Term Services and Supports.

**Project Director, Interim Training and Technical Assistance Project for American Indian and Alaska Natives (AIAN) and Migrant and Seasonal Head Start (MSHS) programs**  
**Community Development Institute, Denver, Colorado, April 2012 –July 2012**

Responsibilities included: Management and oversight of all activities of two T/TA Coordinators, a Collaboration Coordinator and a cadre of 19 Head Start and Early Head Start consultants; reviewed assignments and reports; served as the primary liaison to the Office of Head Start (OHS); conducted twice per week conference calls with the OHS; conducted regularly scheduled team calls; wrote monthly and final reports submitted to the OHS.

**Director, Early Head Start National Resource Center**

**ZERO TO THREE** *Washington, DC, 2004- December 2011*

Responsibilities included: proposal development of five year contract; daily oversight for multi-million dollar contract funded by the Office of Head Start, Administration for Children and Families, Department of Health and Human Services; approved contract expenditures; and monitored monthly financial reports to ensure fiscal accountability; conceptualized and developed strategies of effective training and technical assistance services for Early Head Start (EHS) programs nationally; supervised project staff and consultants; served as the primary liaison to the Office of Head Start; coordinated and established effective working relationships with the broader Head Start Network of Training and Technical Assistance providers; provided presentations and workshops at national and regional conferences and on a series of webcasts produced on behalf of the Office of Head Start.

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**Assistant Director, Early Head Start National Resource Center, ZERO TO THREE**

*Washington, DC, 1999-2004*

Responsible for recruiting and managing the activities of 13 Senior Early Childhood Associates (Associate) co-located in 10 Administration for Children and Families Regional offices across the country and at the Office of Head Start (previously Head Start Bureau). Conducted weekly reflective supervision sessions with each Associate individually and served as the primary contact person for Federal Regional staff; conducted on-going communications through e-mail, phone calls and periodic on-site visits to the Regional offices.

**Director, Technical Assistance, Department of Health & Human Services Administration for Children, Child Care Bureau**

*Washington, DC, 1997-1999*

Member of the senior management team of the Office of Child Care (formerly the Child Care Bureau); participated in weekly planning and steering meetings that guided the overall direction of the work of the Child Care Bureau. Developed and implemented the Child Care Bureau's Technical Assistance Network. The network was comprised of seven projects which addressed the needs of the States, Territories and Tribes administering the Child Care and Development Fund. Supervised all Federal Project Officers in their oversight of the contracts; administered oversight and supervision for the entire contract award process including developing the Request for Proposals, led the panel review process, and negotiated the award. Presented at national and regional conferences for Early Head Start and Head Start, Indian Program Branch, Office of Special Education, and Save the Children. Served as co-chair for the national federal Child Care and Head Start collaboration workgroup; represented the Child Care Bureau on the Federal Interagency Coordinating Council, and the Substance Abuse and Mental Health Services Administration's Mental Health Advisory Council.

**Child Care Program Specialist, Dept of Health and Human Services, Child Care Bureau** *Washington, DC, 1995-1997*

Served as Federal Project Officer for the Office of Child Care (aka Child Care Bureau) Technical Assistance contract Map to Inclusive Child Care and oversaw all activities of the contract including national and regional conferences. Participated as the subject area expert on behalf of the Child Care Bureau on Early Head Start and Head Start initiatives which included: being a Subject Area Manager in the review process of Early Head Start

applications, the 1997 “Expansion through Collaboration” effort, the development of the revised Head Start Program Performance Standards and the accompanying Guidance, and family child care as a Head Start program option initiative.

**Head Start & Youth Program Specialist, Department of Health & Human Services, Administration for Children and Families**

*Philadelphia, PA, 1987-1995*

Served as Federal Representative for the Administration for Children and Families Head Start programs and Runaway and Homeless Youth programs for the States of Maryland, Virginia, and the District of Columbia. Provided technical assistance and policy guidance to grantees; interpreted federal regulations, state and local child care licensing standards, program policies and guidelines; reviewed and analyzed grantee plans, applications and community assessments to ensure compliance with regulations and performance standards; and served as team leader for tri-annual monitoring visits.

**Deputy Director, CDA Representatives, Child Development Associate (CDA)**

*Washington, DC, 1979-1985*

Directed a nationwide consultant pool of 250 early childhood education professionals; designed and conducted pre-service, in-service, and monitoring sessions for consultants. Provided hotline counseling and support for consultants assessing competence of infant/toddler, pre-school, home-visitor, and family day care providers. Chaired the organization’s policy committee and was instrumental in the development of the CDA assessment systems for infants and toddlers, family daycare providers, and home visitors. Conducted numerous presentations at National Association for the Education of Young Children (NAEYC) and the National Head Start Association (NHSA).annual conferences.

**ADDITIONAL WORK HISTORY**

Child and Family Therapist Private Practice 1984-1987

Rosemont Center Mental Health Coordinator 1977 – 1979

National Child Day Care Association Head Start Teacher, Center Director; Coordinator of Training  
1965 - 1977

**EDUCATION**

**MSW** – Virginia Commonwealth University, Richmond, VA, 1984

**MA** – University of the District of Columbia, Washington, DC, 1975

**REFERENCES UPON REQUEST**