



Community-Based Organization Grants Management Conference



Washington, DC | September 17, 2013

Marriott Wardman Park
2660 Woodley Road Northwest
Washington, DC 20008



Welcome from Mayor Vincent C. Gray



Vincent C. Gray
Mayor of the
District of Columbia

Welcome to the **Inaugural Community-Based Organization Grants Management Conference** at the Washington Marriott Wardman Park. As we increase the number of high-quality educational offerings for families in the District, we must also ensure that our community-based organizations are connected to resources that will assist in both increasing and maintaining high-quality programs.

Enrollment in our public schools is growing, and families are excited about the number and variety of options available to them throughout the city. While the District government continues to make critical investments in education, we must make sure that our local organizations are prepared for any economic environment and become successful in securing grants, regardless of what happens with sequestration and the federal budget. You are a vital part of the District's economy and your continued involvement will help the District's officials as, together, we continue improving outcomes for our students.

This day-long event is designed to empower organizations and inform them of effective grant management strategies to assist in securing grant funding, while providing practical methods to enhance overall program effectiveness. The conference will offer crucial information and resources geared towards assisting organizations—like yours—to be financially equipped to promote the successful educational outcomes for our children.

I thank you for being here today—and I am confident that, with all of us working together to improve education in the District, we will succeed.

Sincerely,

Vincent C. Gray
Mayor of the District of Columbia

Welcome from the Interim State Superintendent of Education



Emily Durso
Interim State
Superintendent
of Education for the
District of Columbia

Welcome to the Inaugural Community-Based Organization Grants Management Conference! It is my hope that this conference will serve to not only educate you about grants management, but also give you the opportunity to strengthen connections with dedicated professionals operating programs across the District of Columbia.

The opening of every school marks an exciting time for the District's community of child care providers, business stakeholders, and political leaders to work together in ensuring that our students have the opportunities they need and deserve to achieve academic success.

While we have made considerable progress in supporting our city's youth, challenges still remain. One such challenge—affecting community-based organizations across the county—is the limited funds available to programs serving students and families. It is difficult to secure grant funding to keep programs operational, making community programs with successful track records restricted in the number of students they can serve. The stakes are too high for us to let this happen.

The Office of the State Superintendent of Education (OSSE) recognizes this challenge and seeks to assist community-based organizations in maximizing their funding potential. OSSE has developed the Community Based Organization Grants Management Conference you are attending today to equip you with information about the following:

- ▶ Effective grant management strategies
- ▶ Tools for increasing your grant earning potential
- ▶ Best practices for developing program evaluations
- ▶ Audit Preparation and Financial Planning
- ▶ State education program and priorities

The agenda is filled with valuable sessions, and knowledgeable speakers, available to answer your questions. OSSE is hopeful that this conference will make the difference in your grants funding this year.

After attending the conference, I encourage you to complete a survey that will help conference organizers understand what pieces of information were most helpful. Survey results will be used to plan the conference for next year, ensuring that the information and resources we provide meet your needs.

I am so pleased that you are joining us today. Please take advantage of the resources, and let us know how we can serve you. Together, we will make this school year a success.

Sincerely,

Emily Durso
Interim State Superintendent

About The Office of Grants Management and Compliance

The Office of Grants Management and Compliance works cooperatively with the local and federal government, grantmaking organizations and subgrantees to ensure that grants are managed properly and that government funds are spent in accordance with applicable laws and regulations. Other duties and functions of the Grants Management and Compliance Office are as follows:

- ▶ Develops fiscal policy and guidance that promotes effective grants management which supports student learning and achievement.
- ▶ Provides operational support to program managers in the areas of: budget preparation, contracts and procurement, report preparation and filing, regulations, policies and procedures.
- ▶ Collaborates with other agencies and organizations to identify and address educational policy issues and concerns.
- ▶ Manages the relationship between OSSE programs and the auditor as part of the District's federally-required annual A-133 single audit review.
- ▶ Oversees the implementation of the High Risk Corrective Action Plan, which will resolve US Department of Education grants management and compliance inefficiencies in the District.
- ▶ Manages local and federal fiscal reporting.
- ▶ Serves as the liaison with the OCFO.

Connect with us!

<http://osse.dc.gov/service/office-grants-management-and-compliance>

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Mayor VINCENT C. GRAY

Office of the State Superintendent of Education

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About The Office of Grants Management and Compliance:

The Grants Management and Compliance Office works cooperatively with the local and federal government, grantmaking organizations and subgrantees to ensure that grants are managed properly and that government funds are spent in accordance with applicable laws and regulations. Other duties and functions of the Grants Management and Compliance Office are as follows:

Calling All Kindergarten Teachers!

Register Today for the Kindergarten Entry Assessment Pilot Two-Day Training and Receive an iPad Mini.

Register Now

Conference Agenda

8:00am- 9:00am Maryland A

Breakfast and Registration

9:00am – 9:15am Maryland A

Opening Comments

Jose Alvarez, Chief of Staff

Emily Durso, Interim State Superintendent of Education

9:15am – 9:30am Maryland A

Fall 2013 Policy Updates

RaeShawn Crosson-Settles, Interim Assistant Superintendent,
Division of Early Learning & Chief Operating Officer

Iris Bond-Gill, Acting Assistant Superintendent,
Division of Elementary and Secondary Education

9:30am- 10:30am Maryland A

Introduction to Grants Management and Evaluation

Bryan DeBusk, Grants Consultant

10:30am- 10:45am

Break

10:45am- 11:15am Maryland A

An Introduction to Working with the Government and to Upholding the Public's Trust

Thorn Pozen, Lawyer

11:15 am – 12:00 pm Maryland A

OSSE Grants 101

Moderated By: Walter Lundy, Associate Director,
Office of Grants Management and Compliance

Carolyn Terry-Taylor, Education Policy Officer,
Division of Early Learning

Christi Dorsey, School Programs Manager,
Division of Wellness & Nutrition Services

Michelle Johnson, State Director, Adult and Family Education

Cedric Thompson, Program Officer, Office of Grants
Management and Compliance

12:00am- 1:00pm Maryland A

A-133 Lunch Panel

Moderated By: Carol D'Avilar-Erkens, Program Officer,
Office of Grants Management and Compliance

Bob Bloom, Senior Audit Manager

Brian McQuade, Managing Partner

Christopher Powell, Certified Public Accountant

1:00pm- 1:15pm

Break

1:15pm- 2:10pm Delaware A

Common Core and Early Learning Standards

Concurrent Session

Lisa Gordon, Director of DC Child Care Connections

1:15 pm – 2:10 pm Delaware B

How To Write An Effective Grant Proposal

Concurrent Session

Walter Lundy, Associate Director, Office of Grants Management and Compliance

2:15pm – 3:15pm Maryland A

Children Come First: Does Your Program Reflect This Fact?

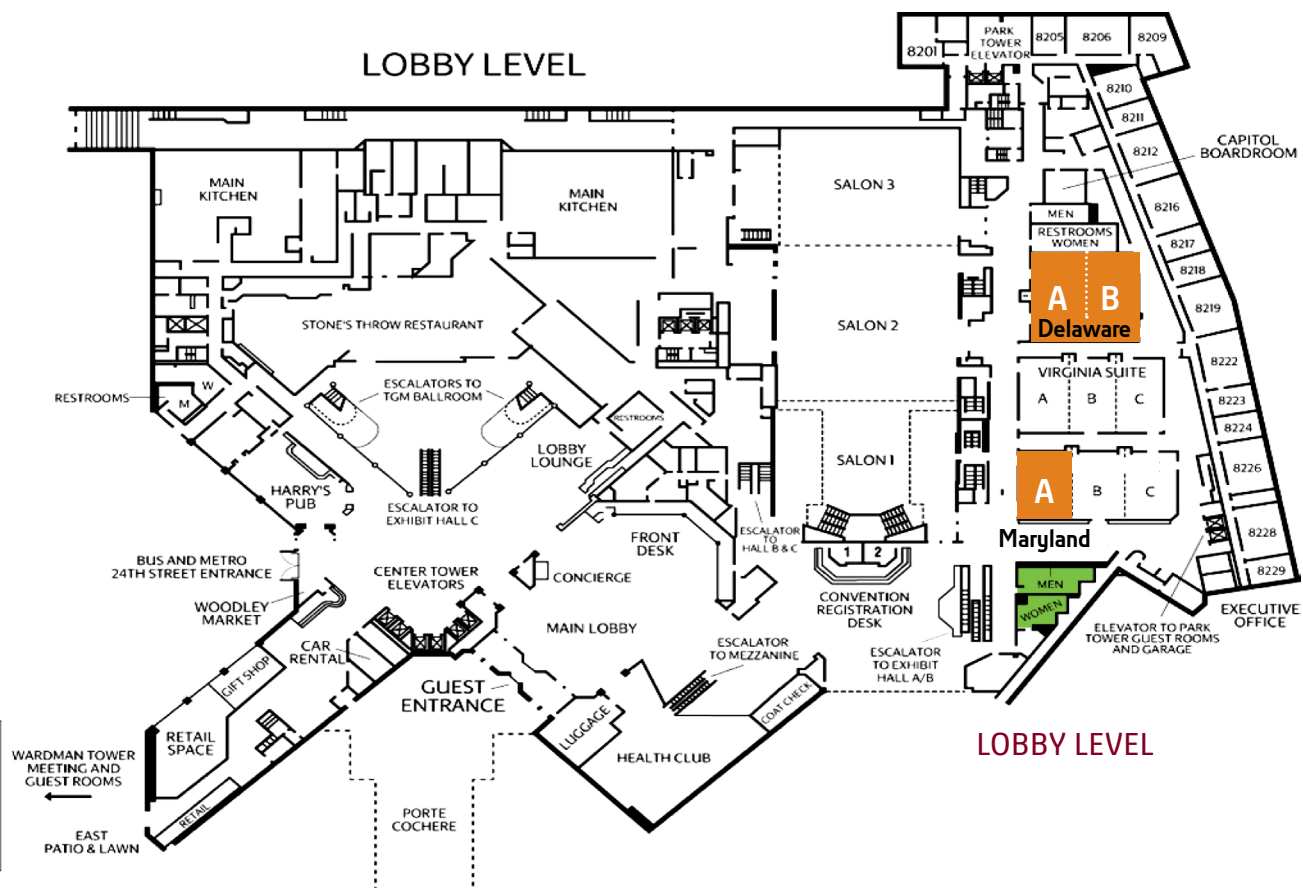
Debra Byrd, Consultant and Trainer

3:15pm- 3:30pm Maryland A

Closing Remarks

Unique Morris, Deputy Director, Office of Grants Management and Compliance

Conference Center Map



Session Descriptions

9:30am – 10:30am

Introduction to Grants Management and Evaluation

Bryan DeBusk, Chief Production Officer, Therand Group

So you received notification that you won a grant—congratulations! Now what? Implementing your great ideas requires more than buying supplies or hiring people to get the work done. Whether this is your first grant or your one hundred and first, odds are that you will have questions on how to comply with the funder's expectations for grant management.

In this session, participants will use real world examples to...

- ▶ Learn how to read, understand, and respond to a grant award notification
- ▶ Find, understand, and comply with general principles of grants management and compliance
- ▶ Use resources designed to make grants management easier

10:45am – 11:15am

An Introduction to Working with the Government and to Upholding the Public's Trust

Thorn Pozen, Partner, Goldbatt Martin Pozen LLP

For private companies and community based organizations, working with the government is different than working with other entities. This presentation is designed to introduce private organizations with local and federal grants or contracts with the District government to the concepts which make such work different and challenging. Those concepts include the need to always be upholding the public's trust, gift restrictions, conflicts of interest, endorsements, among other issues.

This interactive presentation will give organizations an overview of the framework they need for successful and continued compliance with the government ethics rules and related statutes they and their government-employee colleagues will face in their work together.

11:15am- 12:00 pm

OSSE Grants 101

Moderated By:

Walter Lundy, Associate Director, Office of Grants Management and Compliance

Carolyn Taylor, Education Policy Officer, Division of Early Learning

Christi Dorsey, School Programs Manager, Wellness and Nutrition Services

Michelle Johnson, State Director, Adult and Family Education

Cedric Thompson, Program Officer, Office of Grants Management and Compliance

This panel will feature OSSE representatives from the Division of Early Learning, the Division of Wellness and Nutrition Services, the Division of Adult and Family Education, and the Office of Grants Management and Compliance. Participants will learn valuable information about the grant opportunities available to them through these different divisions and also how to apply for these funds.

12:00pm – 1:00pm

A-133 Lunch Panel Lunch

Bob Bloom, CPA, Raffa

This presentation will focus on the managers of early childhood centers that are about to (or have already) received federal funding, the responsibilities of managing federal funds received and the related audit requirements under the Office of Management and Budget Circular A-133. This presentation will address the basic understanding of the audit requirements under A-133 over and above the financial statement audit, the required reporting to the federal government, allowable and unallowable costs, potential findings and questioned costs, and how to properly select an auditing firm to perform these services.

Brian McQuade, Partner, McQuade Brennan LLP

Good accounting procedures are the backbone of a fiscally sound organization. However, it can be difficult to maintain compliance and prepare for an audit even with the best accountants on one's finance team. This presentation will help clarify the wonderful world of accounting, and explain the usefulness of implementing internal controls. Participants will also learn best practices for accounting and compliance, discover strategies to prevent fraud and errors in the books, and discuss procedures to make compliance and auditing less of a concern.

Christopher Powell, Engagement Manager, F.S. Taylor & Associates, PC

Being in compliance with OMB Circular A-133 requirements is not easy. From identifying the relevant compliance requirements for the grant, to developing, maintaining, and monitoring control processes to ensure the grant is being administered according to federal requirements, to maintaining A-133 documentation—there are several things grant managers must do to receive and maintain their federal funding. It can be overwhelming. This presentation will give participants insight into preparing for an A-133 audit, and how to avoid the common mistakes organizations make when administering federal programs.

1:15pm – 2:10pm

Common Core and Early Learning Standards

Lisa Gordon, Project Manager, ICF International

The primary purpose of the DC Common Core Early Learning Standards is to ensure that children in the District of Columbia have rich and robust early experiences that prepare them for success in school and for lifelong learning. This session will provide an overview of the components and structure of the DC CCELS and will explore how the standards support early care and education professionals in creating high-quality, standards-based programs for young children.

1:15pm to 2:10pm

How to Write Effective Grant Proposals

Walter Lundy, Associate Director, Office of Grants Management and Compliance

For those new to the field of grant writing, or those wanting to improve their success rate, this session will develop each participant's grant writing portfolio and provide a solid foundation in the fundamentals of grant writing. Attendees will learn, step by step, how to develop award winning grant proposals, as well as how to have 90% of the proposal done before they even begin. Topics include key components of a grant proposal, how to develop a good problem statement, setting measurable goals and objectives, important components of a program plan, linking the budget to the program plan, and using the data to prove worth. This session promises to motivate and inspire everyone to think "outside the box," and develop winning proposals.

2:15pm – 3:15pm

Children Come First: Does Your Program Reflect This Fact?

Debra Byrd, Chief Executive/Owner, Debra L. Byrd and Associates

Participants will be challenged to honestly answer the question, "Does my program put children first?" After viewing a thirteen minute film, "Children Come First"—available from Community Playthings—the group will reflect on how their program relates to the programs seen in the film, analyzing the values the program holds dear. The speaker will focus on the actions of children in care and the adults involved in their lives. The outcome will be deciding what to change to ensure that children have higher quality play, and learning, experiences while in their care.

OSSE Staff Biographies

Emily Durso

Interim State Superintendent of Education

Emily Durso is the Interim State Superintendent of Education for the District of Columbia. Prior to her appointment as Interim Superintendent, Ms. Durso served as the Assistant Superintendent of Post-Secondary and Career Education at the Office of the State Superintendent of Education. For 20 years, Ms. Durso served as the President of the Hotel



Association of Washington, leading the construction of the Washington Convention Center, establishing Destination DC, the marketing arm of the District, and founding Hospitality Public Charter High School. As President, she additionally managed numerous job training initiatives, creating career programming for District residents with the hospitality industry.

For five years, Ms. Durso served as the Vice President of International Developers, Inc., a major commercial development corporation based in DC and Virginia. Ms. Durso also previously served as the Executive Assistant to the Deputy Mayor for Economic Development and worked for Ward 3 City Councilwoman, Polly Shackleton.

Ms. Durso has served on the Board of Directors of various organizations including the DC Chamber of Commerce, Destination DC, Hospitality Public Charter High School, Capitol City Public Charter High School, and the Washington Urban League. She has also chaired the Board of Directors at the University of the District of Columbia. Ms. Durso currently serves on the Board of Directors of Archbishop Carroll High School and the Workforce Investment Council. She is the treasurer of the Washington Convention and Sports Authority Board of Directors.

Ms. Durso is a native Washingtonian and a graduate of Georgetown University.

Jose Alvarez

Chief of Staff to State Superintendent

José Alvarez serves as the Chief of Staff to State Superintendent, Emily Durso, in the Office of the State Superintendent of Education (OSSE). Prior to joining OSSE, Mr. Alvarez was the Chief of External Affairs, where he provided oversight to the Office of Communications, Community Affairs, Interfaith Office, Intergovernmental Affairs, and External



Partnerships. His background includes extensive work in the community, collaborating with more than 90 elected officials and hundreds of school communities. As Chief of Staff, Mr. Alvarez provides oversight to the Communications Division, Intergovernmental and Legislative Affairs Division, Office of Compliance, and State Board of Education.

Iris Bond-Gill

**Acting Assistant Superintendent of
Elementary and Secondary Education**

Iris Bond-Gill currently serves as the Acting Assistant Superintendent of Elementary and Secondary Education where she oversees Race to the Top, Teaching and Learning, and Charter School Financing at the Office of the State Superintendent of Education. Prior to this role, Mrs. Bond-Gill served as the Director of the Office of Grants Management and Compliance where she was responsible for planning, designing, and administering federally funded educational programs with local education agencies. Mrs. Bond-Gill was also the Deputy Director at the Campaign for High School Equity, has worked on a variety of national policy issues related to secondary school reform and college-readiness, and has worked in New Orleans as a seventh-grade teacher with Teach For America. She holds a Master's degree in Public Policy and Management from Carnegie Mellon University and a Bachelor's degree from Arizona State University.



RaeShawn Crosson-Settles

**Interim Assistant Superintendent, Division of
Early Learning & Chief Operating Officer**

RaeShawn Crosson-Settles is the Chief Operating Officer for the Office of the State Superintendent of Education (OSSE). She brings extensive management experience to the OSSE with professional expertise in strategic planning, training, investigation, change management, budget preparation, compensation and pay parity analysis, technology utilization, and facilities management. Mrs. Crosson-Settles additionally worked in organizational development and learning and change management roles with New York University Medical Center and with Jason's Consultants, LLC.



As the Chief Operating Officer, Mrs. Crosson-Settles is responsible for the strategic and operational leadership of the agency. She is also responsible for delivering cutting edge customer analytics, operational excellence and human capital management. Mrs. Crosson-Settles manages the agency's support related to human resources, procurement, student hearing office, operations, customer service, and day-to-day functions of the agency including, facilities management, general operations, correspondence, tuition processing, and workforce development.

Mrs. Crosson-Settles holds a Bachelor's degree in Public Relations and Human Resource Management. As a Certified Public Manager, Mrs. Crosson-Settles is an active member of the International Public Managers Association (IPMA) and the Society of Human Resource Management (SHRM).

Mrs. Crosson-Settles currently resides in Ward 5 in the District of Columbia with her family.

OSSE Staff Biographies

Carol D'Avilar-Etkins

Program Officer, Office of Grants Management and Compliance

Carol D'Avilar-Etkins is a Program Officer in the Office of Grants Management and Compliance in the Office of the Chief of Staff. She has worked in the Office of Federal Grants since 2005 as a Grants Management Specialist with several grants including Title I through Title V. There, she amassed a broad range of practical knowledge and skills of grants management rules, regulations, policies, and best practices. Currently, Mrs. D'Avilar-Etkins is responsible for the Agency's and sub-recipient's OMB A-133 audits and other specific compliance components of the grants management process. She graduated with honors from Nyack University with a BA in Organizational Management.



Christi Dorsey

School Programs Manager, Division of Wellness & Nutrition Services

Christi Dorsey is the School Programs Manager in the Division of Wellness & Nutrition Services at the Office of the State Superintendent of Education. She has worked in the field of federal child nutrition programs for many years, and has had numerous roles, including Program Specialist, Outreach & Marketing Specialist as well as a Product Specification Manager within Education Services. In her current role she oversees the work and administration of the United States Department of Agriculture programs, which includes National School Lunch, School Breakfast, After School Snack, Food Distribution, Fresh Fruit and Vegetables and the Emergency Food Assistance Programs. In addition, she works on ensuring agency compliance with the District of Columbia's Healthy Schools Act of 2010.

Ms. Dorsey is a business owner, Registered Dietitian, and Nutrition Consultant who helps, family members, friends, and small businesses achieve systemic harmony. With over 15 years' experience under her belt, her true talent lies in helping schools and small non-profit organizations gain a deeper understanding of integrative child nutrition and wellness programs.

She received her undergraduate degree from Columbia University and Dietetics Training at Johns Hopkins University Hospital, Baltimore, Maryland.



Michelle Johnson**State Director, Adult and Family Education**

Michelle Johnson is the State Director, Adult and Family Education, at the Office of the State Superintendent of Education. She has over 30 years of human services experience, acquired during her tenure with federal, state, and local organizations in the District of Columbia that serve adult learners, senior citizens, parents with low income, recipients of Temporary Assistance to Needy Families, and individuals with learning and other developmental disabilities. Ms. Johnson has an extensive background in federal and local grants management, adult education, training and consultation, human resources, and finance.

She holds a Master of Science degree in educational administration, a Graduate Certificate in adult education, and a bachelor's degree in communication and women's studies.

**Walter Lundy****Associate Director, Office of Grants Management and Compliance**

Walter Lundy is the Associate Director of the Office of Grants Management and Compliance. Prior to holding this post, Mr. Lundy served as the Associate Director of the Division of Early Learning, Financial Administrator of the Office of Chief Financial Officer and Assistant Deputy Director of Title I Programs for DC Public Schools. Mr. Lundy brings nearly 15 years of proven experience in implementing reform in urban education. Mr. Lundy is currently a Ph.D. candidate at Howard University. He has earned degrees from Virginia Tech University, Ohio State University and West Alabama University.



Unique Morris

Deputy Director, Office of Grants
Management and Compliance

Unique N. Morris currently serves as Deputy Director in the Office of Grants Management and Compliance at the DC Office of the State Superintendent of Education (OSSE). During her tenure, she has served as Director of Performance, Accountability, and Compliance, and acting Director of Special Education. She also worked for the District of Columbia Public Schools in the office of Public and Family Engagement. Before serving in that post, she was District Director of District of Columbia Programs for Junior Achievement of the National Capital Area. Dr. Morris was also the public policy coordinator at Amazon.com.

Dr. Morris has several years of experience in the fields of education, program development, evaluation, and compliance. She has served as Assistant Head of School at Septima Clark Public Charter School, the first all-boys Local Education Agency in the District of Columbia. With education at the top of her agenda, Dr. Morris works tirelessly to make sure shareholders and stakeholders prioritize the academic achievement of students in Washington DC.

Dr. Morris earned her Ph.D. at the University of Maryland Eastern Shore, a Bachelor of Arts degree in English from Johnson C. Smith University, and a Masters of Business Administration degree from Trinity University.

A native of Seattle, Washington, Dr. Morris currently resides in Washington DC.

**Carolyn J. Terry-Taylor**

Education Policy Officer, Division of Early Learning

Carolyn J. Terry-Taylor is the Education Policy Officer in the Division of Early Learning, Office of the Chief of Operations. She has worked in the field of early learning as a Teacher, Director, Trainer, Coach, Education Monitor, and, Contract and Grant Specialist. In past roles at OSSE, Ms. Terry-Taylor has provided oversight of the Child Care Subsidy Program, Early Learning Grants and Contracts, and the Early Childhood Professional Development System. Currently, she is responsible for the submission and monitoring of the Child Care Development Fund Plan/CCDF Block Grant. She has developed a broad range of knowledge and skills in Early Learning Systems and Federal grants management rules, regulations, policies, and best practices.

She received her undergraduate degree from Howard University and a graduate degree from Trinity University.



Cedric Thompson

Program Officer, Office of Grants
Management and Compliance

Cedric Thompson is a Program Officer in the Office of Grants Management and Compliance with the Office of the State Superintendent of Education. In his role, he applies transformational strategies that assist the agency in remaining compliant with federal regulations. Previously, he was a leader in urban schools systems where he was able to improve educational outcomes through his innovative approach to blending improvement and grants management. Mr. Thompson holds a bachelor's and master's degree in elementary education.



Speaker Biographies

Robert "Bob" Bloom

Senior Audit Manager

Bob Bloom is a Senior Audit Manager at Raffa, and has more than 30 years of financial advisory experience serving a variety of not-for-profit organizations. He assists in the training of audit staff and directs many of the firm's audit engagements, particularly with community-based organizations, performing arts, private schools, foundations, and in health-related industries. Mr. Bloom's current clients include Building Markets, National Council for Behavioral Healthcare, National Albanian American Council, and Rebuilding Together, Inc., all of which received Federal funds and are subject to Office of Management & Budget Circular A-133.



Prior to joining Raffa, Mr. Bloom was an interim CFO of a not-for-profit organization and from 1993 to 2001, he served as Vice President of Finance for several technology companies and a venture capital fund. Mr. Bloom was a Senior Audit Manager at PricewaterhouseCoopers and has over 12 years of experience with "Big Four" firms. He was one of the industry leaders in the not-for-profit practice in Washington, DC, serving membership organizations, health care, and federal, state and local governments. He was responsible for the audits of many of their largest nonprofit clients including Georgetown University Hospital, the Smithsonian Institution, and the District of Columbia Government.

Mr. Bloom graduated with a Bachelor of Business Administration from George Washington University. He is a certified public accountant and is a member of the American Institute of Certified Public Accountants (AICPA).

Debra L. Byrd

Consultant & Trainer

Debra L. Byrd is a life-long professional in the field of early care and early education. She prides herself as a valued team member, working toward excellence in the delivery of services to children, youth and families. An esteemed professional, she is known for capacity building and sustainability through her programs, programs for which she has been affiliated during her 30+ year career.



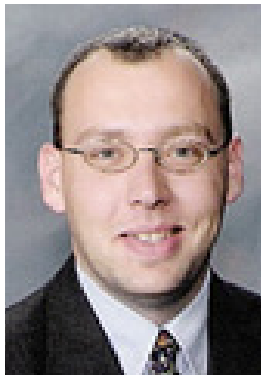
Ms. Byrd's skill-set has been nurtured and developed by working as a Head Start Program Director, Operational Manager, Education Coordinator, Group Facilitator, and Teacher. She currently works as a Consultant/Trainer with early childhood programs, community organizations, and schools in the Washington Metropolitan Area. She is the Chief Executive and Owner of her own consulting group, Debra L. Byrd and Associates.

As a member of various community and professional organizations, she continues to increase opportunities for personal and professional growth of others through strategic assessment, sharing of lessons learned, coaching and mentoring, resource sharing, and collaboration. Educational, social, civic and cultural interests are fanned by her active membership and participation in Leadership Arlington, NAEYC, DCAEYC, the Early Childhood Education Network, NAMI Northern Virginia, the NAACP Arlington Branch, as well as her local church.

Her formal education includes graduate study at Howard University, and an undergraduate degree from Rutgers University, Douglass College.

Bryan DeBusk
Grants Consultant

Bryan DeBusk is a Grants Consultant for Hanover Research and Chief Production Officer for Theran Group. Since 2008, Mr. DeBusk has helped clients obtain more than \$100 million in grant funding from government agencies and private foundations. Mr. DeBusk helps educators, researchers, and community-based organizations conduct needs assessments and develop or strengthen programs to address the needs they identify. He also assists community-based organizations with grant implementation and management. Prior to becoming a full-time grants consultant, Mr. DeBusk was an Assistant Professor of Biology at Ouachita Baptist University, where he was first exposed to grants and grant management through collaboration with a community-based educational support organization. Mr. DeBusk lives and works in Arkadelphia, Arkansas but travels the country to consult with clients and to lead grants training for large groups.



Lisa Gordon
Director

Lisa Gordon is the Director of DC Child Care Connections, the District's Child Care Resource and Referral Center (CCR&R). In this role, Ms. Gordon is responsible for marketing and overseeing the services of the DC CCR&R that is committed to improving the quality of early care and education services for children and families in the District.



Ms. Gordon has worked in early childhood education for the past 18 years. Her work has focused on the design and delivery of professional development, training, technical support and programs that facilitate the well-being of children and families, particularly those at risk. She has provided technical assistance and support to private and public school principals, administrators, and teachers that has included recommendations on observation and assessment, teacher practice, professional development, accreditation, developmentally appropriate practice, and early intervention.

Speaker Biographies

Brian McQuade Managing Partner

Brian McQuade is a Certified Public Accountant, as well as an investment advisor, contributing significantly to McQuade Brennan's wealth management practice area. He is personally involved and responsible for all services provided to his clients including audits, reviews, tax, and financial planning and management advisory services.

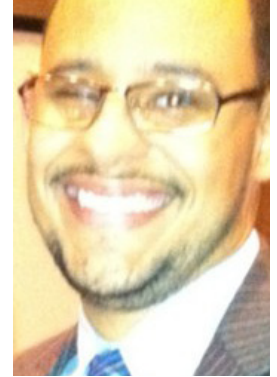


He is a Member of the American Institute of Certified Public Accountants, a member of the Maryland Society of Certified Public Accountants, Board Member and Chairman of Finance Committee for the Catholic Charities Foundation of Washington, DC, a member of the Board of Directors and Vice President for The University Club of Washington, DC, and on the Board of Advisors for the Pamplin School of Business, Virginia Polytechnic Institute and State University.

Mr. McQuade has a Bachelor of Science in Accounting, Virginia Polytechnic Institute and State University.

Christopher Powell CPA

Christopher Powell is a manager with F. S. Taylor & Associates, PC. He has eight years of public accounting audit experience with significant experience with OMB Circular A-133 audits, directing the satisfactory accomplishment of auditing procedures and reporting for those engagements. His OMB Circular A-133 audits include various non-profit organizations such as churches, child care and development centers, community development organizations as well as state and local government agencies and public school systems.



Mr. Powell is a graduate of Morgan State University with a Bachelor of Arts degree in Accounting and MBA degree in Finance from Strayer University.

Thorn Pozen Lawyer

Thorn Pozen is a partner in the law firm of Goldblatt Martin Pozen in Washington, D.C., where he advises government and private sector clients on local government and local and federal government ethics issues. Mr. Pozen previously served as the D.C. government's Chief Ethics Counselor and chief FOIA officer, Special Counsel, Chief of Staff and Counsel to a D.C.



Councilmember, staffer for the former D.C. Financial Control Board, as well as in private practice. He has over 25 years of experience working for and with the District government.

Notes & Ideas

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