Education Support Professionals (ESPs) keep students supported and engaged. They provide a wealth of resources, including supports for students who are struggling academically, emotionally, or socially. ESPs help students navigate their learning environment, provide individualized support, and ensure that every student has access to personalized learning. They play a crucial role in creating a safe and healthy learning environment for all students.

To learn more about SUPPORTED, visit www.nea.org/espwholestudent

For more information about ESPs and the whole student, visit www.nea.org/espwholestudent

National Education Association
Education Support Professional Quality
1201 16th Street, N.W.
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Education Support Professionals: Meeting the Needs of the Whole Student

www.nea.org/espwholestudent

Education Support Professionals have a wealth of knowledge, experience, ideas, and passion. You are a rich human resource that schools and communities cannot afford to waste. We must take advantage of all you have to offer! /\\

Education Support Professionals (ESPs) ensure student success by taking the vision of the whole student into action every day and in every school. The whole child approach addresses the physiological, social, emotional, and intellectual needs of students so they can be successful not only in school, but in life. Preparing our children for the future requires more than looking exclusively at instructional methods and curriculum. It requires a holistic approach that looks at health, safety, and character first. ESPs can make that one-on-one connection with children, making them feel respected and cared for, which can change the entire trajectory of their life. ESPs meet the needs of the whole student by keeping them healthy, safe, engaged, supported, and challenged.

The Whole Child Framework is built upon these five tenets: 1. Each student enters school healthy and learns about and practices a healthy lifestyle. 2. Each student learns in an environment that is physically and emotionally safe for students and adults. 3. Each student is actively ENGAGED in learning and is connected to the school and broader community. 4. Each student has personalized learning and is SUPPORTED by qualified, caring adults. 5. Each student is CHALLENGED academically and prepared for success in college or further study and for employment and for personal growth. When students are not challenged to be successful or lack adult guidance to further their education or for personal growth. When students are not challenged to be successful or lack adult guidance to further their education or for personal growth. When students are not challenged to be successful or lack adult guidance to further their education or for personal growth.

ESPs keep students physically and emotionally healthy. In order for students to achieve at their highest levels, they must first have their most basic needs met. Students who cannot see the blackboard, whose chronic illness is not being managed properly, who may suffer from an undiagnosed mental disorder, or come to school hungry, cannot learn. Throughout the school day, public school students now coming from low-income homes, and 22 percent of all children in the United States living in poverty, our students are at ever increasing risk for poor health.

Every day, in every public school, ESPs are keeping students healthy. Whether it is the school nurse who attends to sick students throughout the day, paraeducators who pack lunches with food for students to take home over the weekend, the custodian who keeps an asthma-friendly school, the school security who shows up on the scene of a random act of violence, the school nurse, must inject diabetic students with insulin; the food service professional, who prepares meals that are both nutritious and appealing, our students cannot learn. Students who must walk to school through poverty-stricken neighborhoods, who are LGBT or even perceived to be gay, are at risk for bullying, harassment, and abuse, cannot learn. Students who must wait for school buses that are not safe, who are bullied, who see their friends suicide, who lack mentors, who lack academic supports, who require to meet their ever-growing needs; the paraeducator who helps counsel students after their friend commits suicide; the custodian who starts a program to make a difference in the lives of students who are marginalized or troubled, ESPs can make a huge impact on their lives.

Healthy Each student enters school healthy and learns about and practices a healthy lifestyle.

An important goal of Healthy and Ready to Learn is establishing a school community where students feel safe, supported, and connected. Teachers, school leaders, health and service staff, food service specialists, custodians, paraeducators, clerical and administrative staff, security personnel, as well as those responsible for transportation, all have important opportunities to contribute.

Our ESPs love our kids, and our connections with the students them-...
To learn more about ESPs and the Whole Student Framework, visit www.nea.org/espwholestudent.

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The Whole Child Framework is built upon these five tenets:

1. Each student enters school HEALTHY and learns about and practices a healthy lifestyle.
   
   **HEALTHY**
   
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   An important goal of Healthy and Ready to Learn is establishing a school community where students feel safe, supported, and connected. Teachers, school leaders, health and student services staff, food service specialists, custodians, paraeducators, clerical and administrative staff, security personnel, as well as those responsible for transportation, all have important opportunities to contribute.

   – Charles Baush, Richard Weise, Ph.D., Professor of Health and Education at Columbia University’s Teachers College

2. Each student is actively ENGAGED in learning and is connected to the school and broader community.

   **ENGAGED**
   
   Each student is actively engaged in learning and is connected to the school and broader community.

   One of the key, yet often underappreciated, functions of all support staff is in establishing, developing, and maintaining connections with the students themselves. All adults in the school setting are crucial to establishing a positive school climate, and enhancing connectedness between staff and students.

   – Susie Slade, Director of Whole Child Programs, ASCD (formerly the Association for Supervision and Curriculum Development)

3. Each student is actively CHALLENGED academically and prepared for success in college or career.

   **CHALLENGED**
   
   Each student is actively challenged academically and prepared for success in college or career.

   ESPs keep students physically and emotionally safe. In order for students to achieve at their highest levels, they must first have their most basic needs met. Far too many of our children, who live in communities where safety is not the norm, and while the school can be a haven, it is still ultimately a direct reflection of the community. Children who are exposed to serious safety risks, or come to school hungry, cannot learn. Whether in the public school students now coming from low-income homes, and 22 percent of all children in the United States living in poverty, students are at ever increasing risk for poor health.

   Every day, in every public school, ESPs are keeping students healthy. Whether it is the school nurse who attends to sick students throughout the day; paraeducators who pack backpacks with food for students to take home over the weekend; the custodian who keeps the school clean; or the school security officer who keeps the school campus free of drugs, crime, and illegal substances; the food service staff who keep a clean and safe cafeteria; the custodians who keep the school clean; or the school security officer who keeps the school campus free of drugs, crime, and illegal substances; the food service staff who keep a clean and safe cafeteria; the custodians who keep the school clean; or the school security officer who keeps the school campus free of drugs, crime, and illegal substances, ESPs make significant contributions to the health of students. Health is one of the major causal pathways to student academic success, and yet the linkage is often ignored. For many students, their health may be the missing link to their success.

   Every day, in every public school, ESPs are keeping students safe. Whether it is the school bus driver who knows the proper evacuation routes and safety procedures on the bus, or the school security officer who keeps the school campus free of drugs, crime, and illegal substances, ESPs make significant contributions to the safety of students. School safety and a positive school climate do not start and end at the classroom. They continue on the bus, on the playground, in the hall, and at the cafeteria. ESPs are present throughout the whole school, keeping students safe. Sometimes, ESPs make the ultimate sacrifice and put themselves in harm’s way to protect their students, but ultimately, it is the daily and routine positive interactions and our belief in our students that they can succeed that will save them.

   To learn more about HEALTHY, visit www.nea.org/espwholestudent.

4. Each student is actively PARTICIPATING in a school community.

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   Each student is actively participating in a school community.

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   To learn more about SAFE, visit www.nea.org/espwholestudent.

5. Each student is actively SUPPORTED, visits www.nea.org/espwholestudent.

   **SUPPORTED**
   
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   ESPs keep students connected to the larger school community. When students are engaged, they are more likely to achieve at their highest levels. Students may struggle to learn when they cannot connect with what they learn in the school to the real world, feel indifferent and “stuck,” and feel disconnected from their peers. In an age where the half-life of knowledge is between 4 years and 5 months, students must be lifelong learners and critical thinkers. They must want to learn and have high expectations for themselves.

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Education Support Professionals: Meeting the Needs of the Whole Student
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1. Each student enters school HEALTHY and learns about and practices a healthy lifestyle.
2. Each student learns in an environment that is physically and emotionally SAFE for students and adults.
3. Each student is actively ENGAGED in learning and is connected to the school and broader community.
4. Each student has access to personalized learning and is SUPPORTED by qualified, caring adults.
5. Each student is CHALLENGED academically and prepared for success in college or further study and for employment in a global environment.

An important goal of Healthy and Ready to Learn is establishing a school community where students feel safe, supported, and connected. Teachers, school leaders, health and service staff, food service specialists, custodians, paraeducators, clerical and administrative staff, security personnel, as well as those responsible for transportation, all have important opportunities to contribute.

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Each student learns in an environment that is physically and emotionally safe for students and adults.

Safe
Each student learns in an environment that is physically and emotionally safe for students and adults. Whether it is the computer technical staff person who recognizes that a school’s computer network is being used for cyberbullying, the bus driver who resolves a conflict before it escalates into a fight, or a custodian who makes sure that doors to the school building are kept securely locked from the outside—support staff play vital and unique roles in preventing violence and keeping schools safe. That they carry out this role so well is a tribute to their professionalism and dedication.

Each student is actively engaged in learning and is connected to the school and broader community.

Engaged
Each student is actively engaged in learning and is connected to the school and broader community. One of the key, yet often undereappreciated, functions of all support staff is in establishing, developing, and maintaining connections with the students themselves. All adults in the school setting are crucial to establishing a positive school climate, and enhancing connectedness between staff and students.

Each student learns in a school community that is physically and emotionally supported and engaged.

Supported
Each student learns in a school community that is physically and emotionally supported and engaged. ESPs keep students physically and emotionally safe. In order for students to achieve at their highest levels, they must first have their most basic needs met. Far too many of our children live in communities where safety is not the norm. And while the school can be a haven, it is still ultimately a direct reflection of the community. Children who are exposed to serious safety risks in their homes or on the way to and from school are at ever increasing risk for poor health.

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To learn more about SAFE, visit www.nea.org/espwholestudent

To learn more about ENGAGED, visit www.nea.org/espwholestudent

To learn more about SUPPORTED, visit www.nea.org/espwholestudent

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One of the key, yet often undervalued, functions of all support staff is in establishing, developing, and maintaining connections with the students themselves. All adults in the school setting are crucial to establishing a safe school climate, and enhancing connectedness between staff and students.

Each student is SUPPORTED by qualified, caring adults.

ESPs keep students physically and emotionally safe. In order for students to achieve at their highest levels, they must first have their most basic needs met. Far too many of our children live in communities where safety is not the norm. And while the school can be a haven, it is still ultimately a direct reflection of the community.

Children who are exposed to serious safety risks, especially those who have experienced physical abuse, cannot learn. Students who must walk to school through gang-infested neighborhoods, who are LGBT or even perceived to be LGBT and are bullied and ostracized as a result, and students who are surrounded by drugs and alcohol, struggle to learn.

ESPs keep students engaged and connected to the larger school community. When students are engaged, they are more likely to achieve at their highest levels. Students may struggle to learn when they cannot connect with what they learn in school to the real world, feel indifferent and “stuck,” and feel disconnected from their peers. In an age where the half-life of knowledge and information is decreasing, students must be lifelong learners and critical thinkers. They must want to learn and have high expectations for themselves.

ESPs keep students challenged and connected to the larger school community. When students are challenged, they are more likely to achieve at their highest levels. Students who are disconnected from their peers. In an age where the half-life of knowledge and information is decreasing, students must be lifelong learners and critical thinkers. They must want to learn and have high expectations for themselves.

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For more information about ESPs and the Whole Child Framework, visit www.nea.org/espwholestudent...
Education Support Professionals (ESPs)– school support staff–make up one-third of the education workforce. There are 2.9 million ESPs working in our nation’s schools in K-12 and Higher Education.

ESPs are employed in these 9 job families:
- Clerical Services
- Custodial and Maintenance Services
- Food Services
- Health and Student Services
- Paraprofessionals
- Security Services
- Skilled Trades
- Technical Services
- Transportation Services

For more information about ESPs and the whole student, visit: www.nea.org/espwholestudent
Education Support Professionals focus on supporting the whole student by meeting each student’s social, emotional, and academic needs. This means they help students to be safe, supported, and challenged.

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**Education Support Professionals:**

**(Meeting the Needs of the Whole Student)**

**Healthy | Safe | Engaged | Supported | Challenged**

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**Student Meeting the Needs of the Whole Student: Healthy, Safe, Engaged, Supported, Challenged**

**Every day, in every public school, ESPs are keeping students healthy. Whether it is the school nurse who helps students who have important opportunities to contribute.**

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**Every day, in every public school, ESPs are keeping students safe. Whether it is the school bus driver who intervenes in bullying situations not only to help the victim, but also the bully; the custodian who paints his floor scrubber as a school mascot that reinforces pro-social behaviors; the paraeducator who starts a hip-hop crew; the library technician who runs a lunch reading program in the cafeteria; or the school bus driver who encourages the students to be brought back into the larger school community. Building relationships and treating each student as a unique human being is an approach in which ESPs excel.**

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**Every day, in every public school, ESPs are keeping students engaged. Whether it is the computer technical staff person who recovers minutes of meetings to ensure that lessons are being delivered, or the paraeducator who creates a school garden for her special needs students to take care of. Activities that are determined by qualified, caring adults.**

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**Every day, in every public school, ESPs are helping students to succeed. Whether it is the computer technical staff person who recovers minutes of meetings to ensure that lessons are being delivered, or the paraeducator who creates a school garden for her special needs students to take care of. Activities that are determined by qualified, caring adults.**

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**Every day, in every public school, ESPs are keeping students supported. Whether it is the computer technical staff person who recovers minutes of meetings to ensure that lessons are being delivered, or the paraeducator who creates a school garden for her special needs students to take care of. Activities that are determined by qualified, caring adults.**

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**To learn more about HEALTHY, visit: [www.nea.org/espwholestudent](http://www.nea.org/espwholestudent)**
Education Support Professionals (ESPs) keep students supported and challenged. Every student needs to succeed. This support is personalized and unique to that student's life circumstances. When no one knows a student's name or they have no positive role models, each student as a unique human being is an approach in which ESPs excel. Education Support Professionals (ESPs) keep students supported and challenged. Each student is actively engaged in learning and is connected with children, making them feel respected and cared for, and by qualified, caring adults. Each student has access to personalized learning and is supported by qualified, caring adults.

At the heart of effective and long-lasting school collaboration are relationships among all professionals within the school environment—administrators, teachers, parents, the community to be involved and see the school as their own; the student services professional who works with parent coordinators to engage families, parents, and the community to be involved and see the school as their own; the paraeducator who creates an annual party for special needs students; the student who ensures that every child has breakfast, whether or not they are late to arrive at school; the custodian who is a member of the school safety committee; or the school nurse who intervenes in bullying situations not only to help the victim, but also the bully; the computer technical staff person who recovers corrupted student files; the school bus driver who knows the proper evacuation routes and safety procedures on the bus, the playground, the halls, and the cafeteria; ESPs are present throughout the whole school, keeping students safe. Sometimes, ESPs make the ultimate sacrifice and refuse to leave their students behind.

Student services include after-school programs, breakfast programs, and counseling. At the heart of effective and long-lasting school collaboration are relationships among all professionals within the school environment—administrators, teachers, parents, the community to be involved and see the school as their own; the student services professional who works with parent coordinators to engage families, parents, and the community to be involved and see the school as their own; the paraeducator who creates an annual party for special needs students; the student who ensures that every child has breakfast, whether or not they are late to arrive at school; the custodian who is a member of the school safety committee; or the school nurse who intervenes in bullying situations not only to help the victim, but also the bully; the computer technical staff person who recovers corrupted student files; the school bus driver who knows the proper evacuation routes and safety procedures on the bus, the playground, the halls, and the cafeteria; ESPs are present throughout the whole school, keeping students safe. Sometimes, ESPs make the ultimate sacrifice and refuse to leave their students behind.

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EDUCATION SUPPORT PROFESSIONALS:
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We keep students HEALTHY, SAFE, ENGAGED, SUPPORTED and CHALLENGED
so they can succeed in school and life!