2017 NEA ESP NATIONAL CONFERENCE

Education Support Professionals

UNITING Inspiring AND LEADING FOR THE WHOLE STUDENT

March 10-12, 2017 | Hyatt Regency Dallas | Dallas, TX
The National Education Association is the nation’s largest professional employee organization, representing 3 million elementary and secondary teachers, higher education faculty, education support professionals, school administrators, retired educators, and students preparing to become teachers.

**NEA OFFICERS**
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*NEA Vice President*
Princess Moss  
*NEA Secretary-Treasurer*

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Kevin F. Gilbert
Maury Koffman
Shelly Moore Krajacic
George Sheridan
Earl Wiman

**NEA EXECUTIVE DIRECTOR**
John C. Stocks
What an exciting year it has been, ESP! Since last year’s conference in Orlando, we’ve had 12 education support professionals from all over the country recognized by the White House as Champions of Change. We heard ESP of the Year Doreen McGuire-Grigg tell the world that ESP “are the secret weapons in school and student success,” during her speech to the 2016 Representative Assembly. We celebrated an amazing ESP Day in November with “Dude, Be Nice” in Seattle, while Secretary-Treasurer Princess Moss honored ESP members at schools in Virginia. We launched the NEA Paraeducator Institute (PI), a dynamic resource that provides a 360° perspective on paraeducator careers and now we are deeply engaged in the historic and complex work of defining an ESP professional continuum, with career standards that will elevate all ESP careers!

However, we know our work is far from complete and the professional development opportunities offered at this premier ESP conference will equip you to Unite, Inspire, and Lead for the Whole Student! We must prepare ourselves and be ready to tackle the real challenges ahead that affect our students, schools, careers, and communities. Over the next several days, we will have conversations about how ESP can lead for racial justice and how we contribute to the quality and character of our schools around topics of school climate. We will be presented with opportunities to learn more about engaging and helping to prepare early career ESP for success. We will discuss ESSA and how ESP can continue to be involved in the implementation of the law and make sure our voices and needs are addressed. We do all of this because our work is important to the success of our students and because we all know quality public education is the cornerstone of democracy and freedom.

NEA ESP, now, more than ever, we must learn, listen, share, organize and strengthen our resolve to Unite, Inspire, and Lead for the Whole Student! Let’s make the 2017 NEA ESP National Conference a success together!

Lily Eskelsen García
President
NEA VISION, MISSION AND CORE VALUES

THE NATIONAL EDUCATION ASSOCIATION

We, the members of the National Education Association of the United States, are the voice of education professionals. Our work is fundamental to the nation and we accept the profound trust placed in us.

OUR VISION

Our vision is a great public school for every student.

OUR MISSION

Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

OUR CORE VALUES

These principles guide our work and define our mission:

Equal Opportunity. We believe public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.

A Just Society. We believe public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.

Democracy. We believe public education is the cornerstone of our republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.

Professionalism. We believe that the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.

Partnership. We believe partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.

Collective Action. We believe individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.
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ESP CONFERENCE APP

NEA is excited to provide you with a conference APP to enhance your conference experience!

With the APP you will be able to:

- Communicate with other conference participants, as well as exchange contact information.
- View the conference schedule; read workshop descriptions; locate workshop rooms; and provide important feedback on workshops.
- Expand your experience using social media.
- Review hotel and travel information.
- Find fun things to do after conference hours.

Conference APP download information will be sent to your registered email along with login credentials.
Download and Installation Instructions

1) Visit your Mobile APP store

2) Search on: NEA Events Directory APP
3) Install and Open
4) Tap on “2017 NEA ESP Conference”
5) Enter the event code: 2017espc
6) Click here for Menu

7) Click here on Tools

8) Select Log In
9) Enter your first and last name
10) Enter the email address that you registered with for the conference
11) Check your email to access the 4-digit verification code. This verification code will give you full access to all of the features of the APP.

To access the ESP Conference APP on your mobile device after exiting, simply launch the NEA Events Directory APP and the 2017 NEA ESP Conference APP will automatically load!

Questions?
Come by the Social Media table!
Prioritize, Activate, Lead! (PAL!)

What is PAL!?

A dedicated engagement area accessible through the ESP Conference APP for attendees to learn about, embrace, and plan to lead on NEA’s organizational priorities.

- **Engaging Early Career Educators** – Sign up to reach out and talk to new educators.
- **Racial Justice In Education** – Learn what you can do to address racial justice issues in your school and community.
- **Every Student Succeeds Act (ESSA)** – Discover how you and your colleagues can have a voice in the teaching and learning conditions that impact your students’ success.

*Just look for the PAL icon on the APP then click, learn, and engage!*
WHAT: Join the NEA ESP Conference group.

WHY: Access workshop materials and continue session conversations with your workshop presenters!

HOW: Register at www.mynea360.org and search for NEA ESP Conference.
FACEBOOK

Post a status on Facebook! Tell your friends and family how you inspire and lead for the whole student. Use hashtag #ESP2017

Join our NEA ESPQ Facebook group at www.facebook.com/groups/NEAESP

TWITTER

➤ You’ve arrived…
➤ You’ve checked in…
➤ Now, let your friends and followers know by tweeting…

“Excited to be at the #ESP2017 Conf in #Dallas. Unite, Inspire and Lead for the #wholechild nea.org/esp”

Follow us at @NEArESPect

PINTEREST

pinterest.com/neatoday/education-support-professionals/
What is one piece of advice you would give to an Education Support Professional (ESP) entering the workforce? (i.e. racial justice in education, school climate, a voice in ESSA, other)

Drop off your thought bubble at the SOCIAL MEDIA table so we can share and connect!
# PRE-CONFERENCE AT-A-GLANCE

These workshops and meals are for pre-conference registrants only.

## WEDNESDAY, MARCH 8

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>1:00 p.m.–5:00 p.m.</td>
<td>Registration</td>
<td>Trinity A/B</td>
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## THURSDAY, MARCH 9

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>6:30 a.m. - 5:00 p.m.</td>
<td>Registration</td>
<td>Trinity A/B</td>
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<tr>
<td>7:00 a.m. - 8:45 a.m.</td>
<td>Breakfast</td>
<td>Landmark A/B</td>
</tr>
<tr>
<td>7:00 a.m. - 8:45 a.m.</td>
<td>Technology Room</td>
<td>Shawnee Trail A/B</td>
</tr>
<tr>
<td>9:00 a.m. - 5:00 p.m.</td>
<td>ESP: Leading the Association… Workshop (Day 1 of 2)</td>
<td>Reunion G/H</td>
</tr>
<tr>
<td>9:00 a.m. - 5:00 p.m.</td>
<td>Exploring Unconscious Bias Workshop (Day 1 of 2)</td>
<td>Gaston A/B</td>
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<tr>
<td>9:00 a.m. - 5:00 p.m.</td>
<td>New Educator Campaign… Workshop (Day 1 of 2)</td>
<td>Reunion C</td>
</tr>
<tr>
<td>9:00 a.m. - 5:00 p.m.</td>
<td>Para Power: Building the Foundation for Effective Teams… Workshop (Day 1 of 2)</td>
<td>Reunion E</td>
</tr>
<tr>
<td>9:00 a.m. - 5:00 p.m.</td>
<td>Para Power: Understanding Challenging Behavior… Workshop (Day 1 of 2)</td>
<td>Reunion F</td>
</tr>
<tr>
<td>9:00 a.m. - 5:00 p.m.</td>
<td>Staff Workshop (Day 1 of 2)</td>
<td>Moreno A/B</td>
</tr>
<tr>
<td>12:00 p.m. - 1:00 p.m.</td>
<td>Lunch</td>
<td>Landmark A/B</td>
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## FRIDAY, MARCH 10

<table>
<thead>
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<tbody>
<tr>
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<td>Registration</td>
<td>Trinity A/B</td>
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<tr>
<td>7:00 a.m. - 8:45 a.m.</td>
<td>Breakfast</td>
<td>Landmark A/B</td>
</tr>
<tr>
<td>7:00 a.m. - 8:45 a.m.</td>
<td>Technology Room</td>
<td>Shawnee Trail A/B</td>
</tr>
<tr>
<td>9:00 a.m. - 12:00 p.m.</td>
<td>ESP: Leading the Association… Workshop (Day 2 of 2)</td>
<td>Reunion G/H</td>
</tr>
<tr>
<td>9:00 a.m. - 12:00 p.m.</td>
<td>Exploring Unconscious Bias Workshop (Day 2 of 2)</td>
<td>Gaston A/B</td>
</tr>
<tr>
<td>9:00 a.m. - 12:00 p.m.</td>
<td>New Educator Campaign… Workshop (Day 2 of 2)</td>
<td>Reunion C</td>
</tr>
<tr>
<td>9:00 a.m. - 12:00 p.m.</td>
<td>Para Power: Building the Foundation for Effective Teams… Workshop (Day 2 of 2)</td>
<td>Reunion E</td>
</tr>
<tr>
<td>8:45 a.m. - 12:00 p.m.</td>
<td>Para Power: Understanding Challenging Behavior… Workshop (Day 2 of 2)</td>
<td>Reunion F</td>
</tr>
<tr>
<td>9:00 a.m. - 12:00 p.m.</td>
<td>Staff Workshop (Day 2 of 2)</td>
<td>Moreno A/B</td>
</tr>
<tr>
<td>12:00 p.m. - 1:15 p.m.</td>
<td>Lunch</td>
<td>Landmark B</td>
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# CONFERENCE AT-A-GLANCE

*All activities will take place at the Hyatt Regency Dallas hotel.*

<table>
<thead>
<tr>
<th><strong>FRIDAY, MARCH 10</strong></th>
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<tbody>
<tr>
<td>6:30 a.m. - 6:30 p.m.</td>
<td>Registration</td>
</tr>
<tr>
<td>12:15 p.m. - 2:15 p.m.</td>
<td>First Timers’ Lunch &amp; Session (for pre-registered first timer registrants only)</td>
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<tr>
<td>1:00 p.m. - 4:00 p.m.</td>
<td>Technology Room</td>
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<tr>
<td>2:30 p.m. - 5:30 p.m.</td>
<td>NCESP Meeting</td>
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<tr>
<td>5:45 p.m. - 7:45 p.m.</td>
<td>Conference Opening Session</td>
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<th><strong>SATURDAY, MARCH 11</strong></th>
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<tbody>
<tr>
<td>6:30 a.m. - 6:30 p.m.</td>
<td>Registration</td>
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<tr>
<td>7:00 a.m. - 8:30 a.m.</td>
<td>Technology Room</td>
</tr>
<tr>
<td>7:00 a.m. - 8:45 a.m.</td>
<td>Breakfast</td>
</tr>
<tr>
<td>7:45 a.m. - 8:45 a.m.</td>
<td>Budget Hearing</td>
</tr>
<tr>
<td>9:00 a.m. - 12:00 p.m.</td>
<td>Workshop Session I</td>
</tr>
<tr>
<td>12:15 p.m. - 2:30 p.m.</td>
<td>Lunch/General Session</td>
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<tr>
<td>2:45 p.m. - 5:45 p.m.</td>
<td>Workshop Session II</td>
</tr>
<tr>
<td>5:45 p.m. - 6:30 p.m.</td>
<td>Technology Room</td>
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<tr>
<td>7:00 p.m. - 9:00 p.m.</td>
<td>ESP of the Year Award Dinner</td>
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<tr>
<td>9:00 p.m. - 12:00 a.m.</td>
<td>Dance &amp; Social</td>
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<th><strong>SUNDAY, MARCH 13</strong></th>
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<tbody>
<tr>
<td>7:00 a.m. - 9:00 a.m.</td>
<td>Registration</td>
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<tr>
<td>7:00 a.m. - 8:00 a.m.</td>
<td>Coffee &amp; Pastries</td>
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<tr>
<td>7:00 a.m. - 9:00 a.m.</td>
<td>Technology Room</td>
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<tr>
<td>8:00 a.m. - 9:30 a.m.</td>
<td>Workshop Session III</td>
</tr>
<tr>
<td>9:45 a.m. - 12:00 p.m.</td>
<td>Brunch/Closing Session</td>
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</table>
PRE-CONFERENCE SCHEDULE

These workshops and meals are for pre-conference registrants only.

WEDNESDAY, MARCH 8

1:00 p.m.–5:00 p.m. Registration ................................................................. Trinity A/B

THURSDAY, MARCH 9

6:30 a.m.–5:00 p.m. Registration ................................................................. Trinity A/B
7:00 a.m.–8:45 a.m. Breakfast ................................................................. Landmark A/B
7:00 a.m.–8:45 a.m. Technology Room ..................................................... Shawnee Trail A/B
9:00 a.m.–5:00 p.m. ESP: Leading the Association to Advocate for Student Success (Day 1 of 2) ...................................................... Reunion G/H
Presenters: Floyd Cox, Kevin Gilbert, Jeffrey Grinaway, Maury Koffman, Shelly Krajacic, Hazel Loucks, Dolores McCracken, Earl Wiman
9:00 a.m.–5:00 p.m. Exploring Unconscious Bias (Day 1 of 2) ............................................. Gaston A/B
Presenter: Lisa Adams
9:00 a.m.–5:00 p.m. New Educator Campaign: Building Strong Leaders & Locals (Day 1 of 2) ............................................................. Reunion C
Presenters: Lynn Baugh, Liz Picone, Jorge Rivera, Lynn Malarz
9:00 a.m.–5:00 p.m. Para Power: Building the Foundation for Effective Teams, Empowered Advocates and Student Success (Day 1 of 2) ..................................................... Reunion E
Presenters: Andrea Beeman, Jean Fay, Lynn Goss, Doreen McGuire-Grigg, Saul Ramos, Carie Saunders, Sharry Sparks
9:00 a.m.–5:00 p.m. Para Power: Understanding Challenging Behavior, Why it Happens and What to do About it! (Day 1 of 2) .................................................. Reunion F
Presenters: Maria Bennett, Robert Browning, Sandie Carner-Shafra, Marilyn Likins, Leslie Lindberg-Harper, Jan Pace, Mary Ann Rivera
9:00 a.m.–5:00 p.m. Staff Workshop (Day 1 of 2) ........................................................ Moreno A/B
Presenters: Tim Barchak, Roxann Fonoimoana, Nathan Greenawalt, Keyth Harrison
12:00 p.m.–1:00 p.m. Lunch ................................................................. Landmark A/B
### FRIDAY, MARCH 10

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<tr>
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<td>7:00 a.m.-8:45 a.m.</td>
<td>Breakfast ...................................................................................... Landmark A/B</td>
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<tr>
<td>7:00 a.m.-8:45 a.m.</td>
<td>Technology Room ............................................................................ Shawnee Trail A/B</td>
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<tr>
<td>9:00 a.m.-12:00 p.m.</td>
<td>ESP: Leading the Association to Advocate for Student Success (Day 2 of 2) ................................................................................ Reunion G/H</td>
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<tr>
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<td>Presenters: Floyd Cox, Kevin Gilbert, Jeffrey Grinaway, Maury Koffman, Shelly Krajacic, Hazel Loucks, Dolores McCracken, Earl Wiman</td>
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<tr>
<td>9:00 a.m.-12:00 p.m.</td>
<td>Exploring Unconscious Bias (Day 2 of 2) ........................................ Gaston A/B</td>
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<td>Presenter: Lisa Adams</td>
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<td>9:00 a.m.-12:00 p.m.</td>
<td>New Educator Campaign: Building Strong Leaders &amp; Locals (Day 2 of 2) ................................................................................ Reunion C</td>
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<td>Restorative Justice Presenters: Kevin Gilbert, Dwanna Nicole</td>
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<td>9:00 a.m. - 12:00 p.m.</td>
<td>Staff Workshop (Day 2 of 2) ................................................ Moreno A/B</td>
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<td>Presenters: Tim Barchak, Roxann Fonoimoana, Nathan Greenawalt, Keyth Harrison</td>
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<td>12:00 p.m.-1:15 p.m.</td>
<td>Lunch ......................................................................................... Landmark B</td>
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Leadership Competencies

ADVOCACY
Advances the cause of public education through social justice and how it benefits our students and members’ professional needs and rights.

BUSINESS
Builds the brand and accomplishes the goals of the association through effective financial management and understanding of fiduciary responsibilities.

COMMUNICATION
Builds an integrated communications strategy that drives the goals of our professions.

LEADING OUR PROFESSIONS
Advocates for quality inside our professions and promotes our union’s role in advancing education transformation and student learning.

ORGANIZING
Mobilizes to influence successful organizing outcomes, strengthen internal and external relationships, and membership capacity; recruit and identify new members and potential leaders into the association.

GOVERNANCE AND LEADERSHIP
Sets the mission and establishes strategies necessary for a relevant and thriving organization; empowers, motivates, and fosters a pipeline of talent for the future.
**PRE-CONFERENCE WORKSHOPS**

Note: You must have pre-registered to participate in a pre-conference workshop.

**Education Support Professionals: Leading the Association to Advocate for Student Success**

**THURSDAY, MARCH 9 | 9:00 A.M.–5:00 P.M. & FRIDAY, MARCH 10 | 9:00 A.M.–12:00 P.M.**

Education Support Professionals must be ready to take on the responsibilities and challenges of leadership at every level of the Association. This highly interactive, day and a half session will provide both veteran and early career educators the leadership skills crucial for professional success and the opportunity to build relationships and pathways to leadership with other ESP. Session attendees will learn how to expand their emotional intelligence, build local Associations with strong financial foundations, and obtain a deeper understanding of NEA governance structures. Attendees will participate in various role-playing scenarios and have opportunities to network with other ESP at different stages of leadership.

Presenters: Floyd Cox, Kevin Gilbert, Jeffrey Grinaway, Maury Koffman, Shelly Krajacic, Hazel Loucks, Dolores McCracken, Earl Wiman

**Exploring Unconscious Bias**

**THURSDAY, MARCH 9 | 9:00 A.M.–5:00 P.M. & FRIDAY, MARCH 10 | 9:00 A.M.–12:00 P.M.**

Social psychologists and other social scientists have found that all of us, regardless of ethnicity, have cognitive biases that influence how we perceive and make decisions about other people. The behavior of human beings is often guided by racial and other stereotypes of which we are completely unaware. This training will guide participants through a deep journey of personal exploration for an awareness of the shortcuts and subsequent perceptions we make about people and our surroundings. It will also provide skills, through transformative learning, to increase awareness about our cognitive biases and offer intervention strategies.

Presenters: Lisa Adams

**New Educator Campaign: Building Strong Leaders & Locals**

**THURSDAY, MARCH 9 | 9:00 A.M.–5:00 P.M. & FRIDAY, MARCH 10 | 9:00 A.M.–12:00 P.M.**

In the next several years, nearly 200,000 new teachers and education support professionals will enter the workforce and NEA must play a role in ensuring they succeed in their careers. This session is designed to provide resources and increase engagement for NEA’s New Educator Campaign. Engaging new educators just as they enter the workplace is critical to building strong locals. Engagement starts with a one-on-one conversation but should never end there. Through one-on-one conversations, we discover what our members and potential members need from their Association to succeed early in their careers. What is most often needed are professional supports that ensure that they can excel in their career leading to student success. Organizing to meet the needs of early career ESP is crucial to all educators, students and our communities. In this session, we will focus on building strong locals through leadership development and strong leadership structures, community engagement tactics, and tips on building an organizing plan.

Presenters: Lynn Baugh, Liz Picone, Jorge Rivera, Lynn Malarz
Para Power: Building the Foundation for Effective Teams, Empowered Advocates and Student Success
THURSDAY, MARCH 9 | 9:00 A.M.–5:00 P.M. & FRIDAY, MARCH 10 | 9:00 A.M.–12:00 P.M.

To meet the needs of the whole student and reach the highest level of student achievement, it is critical that teachers, paraeducators, and administrators work collaboratively, communicate effectively and respect one another.

This highly interactive workshop will: 1) assist participants in distinguishing between teacher, paraeducator, and administrator roles and responsibilities; 2) define the components of effective teacher-paraeducator teams; 3) provide tips on communication and problem solving; 4) define advocacy and the importance of developing a plan; and 5) provide an overview of the Every Student Succeeds Act (ESSA) and the opportunities it affords paraeducators.

Presenters: Andrea Beeman, Jean Fay, Lynn Goss, Doreen McGuire-Grigg, Saul Ramos, Carie Sauders, Sharry Sparks

Para Power: Understanding Challenging Behavior, Why it Happens and What to do About it!
THURSDAY, MARCH 9 | 9:00 A.M.–5:00 P.M. & FRIDAY, MARCH 10 | 8:45 A.M.–12:00 P.M.

One of the many diverse roles of paraeducators is providing behavioral support for students inside and outside of the classroom setting. This highly interactive workshop will address effective classroom management strategies, positive behavior supports, de-escalation strategies, and more. Participants will learn “why” behavior occurs, what “triggers” the behavior and how to manage behavior. They will learn effective strategies to address challenging behaviors and will walk away with hands-on tools that can be used in any instructional setting.

Presenters: Maria Bennett, Robert Browning, Sandie Carner-Shafran, Marilyn Likins, Leslie Lindberg-Harper, Jan Pace, Mary Ann Rivera

Introduction to Restorative Justice
A special session on restorative justice practices will take place on Friday. Participants will receive an introduction to restorative justice practices which are being implemented in schools, communities, and juvenile justice settings to build relationships and trust, improve communication, resolve conflicts, address safety and disciplinary issues, and promote healing.

Presenters: Kevin Gilbert, Dwanna Nicole

Staff Workshop
THURSDAY, MARCH 9 | 9:00 A.M.–5:00 P.M. & FRIDAY, MARCH 10 | 9:00 A.M.–12:00 P.M.

Note: This workshop is for staff only

The NEA ESP Conference Staff Workshop is an opportunity for staff who work with ESP to network with colleagues from around the country, discuss issues of common concern and share best practices. The workshop will include presentations on topics that are current and relevant to staff working with ESP members. Participants will also have “Open Space” time, where they will discuss topics that are proposed on site through self-organized meeting tracks.

Presenters: Tim Barchak, Roxann Fonoimoana, Nathan Greenawalt, Keyth Harrison

REUNION E

REUNION F

Moreno A/B
### CONFERENCE SCHEDULE
All activities will take place at the Hyatt Regency Dallas hotel.

**FRIDAY, MARCH 10**

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>6:30 a.m. - 6:30 p.m.</td>
<td>Registration</td>
<td>Trinity A/B</td>
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<tr>
<td>12:15 p.m. - 2:15 p.m.</td>
<td>First Timers’ Lunch &amp; Session</td>
<td>Landmark A</td>
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<td>(for pre-registered first timer registrants only)</td>
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<tr>
<td>1:00 p.m. - 4:00 p.m.</td>
<td>Technology Room</td>
<td>Shawnee Trail A/B</td>
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<tr>
<td>2:30 p.m. - 5:30 p.m.</td>
<td>NCESP Meeting</td>
<td>Reunion A/B/C</td>
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<tr>
<td>5:45 p.m. - 7:45 p.m.</td>
<td>Conference Opening Session</td>
<td>Landmark A/B</td>
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**Welcome**

Kevin Gilbert, NEA Executive Committee Member and ESP Conference Planning Committee Chairperson

Welcome from the National Council of Education Support Professionals (NCESP)

Debby Chandler, President, NCESP

**Dude. Be Nice.**

Brent Camalich, CEO, Dude. Be Nice.

**Greetings from ESP Quality Department**

Roxanne Dove, Director, NEA Education Support Professional Quality

**Greetings from the NEA ESP of the Year**

Doreen McGuire-Grigg, 2016 NEA ESP of the Year

**Introduction of Keynote Speaker**

Eric Brown, NEA Executive Committee

**Keynote Speaker**

Princess Moss, Secretary-Treasurer, National Education Association

**NEA Fund**

Connie Boylan, Chair, ESP PAC

**Raffle & Wrap Up**

Shelly Krajacic, NEA Executive Committee
CONFERENCE SCHEDULE (CONTINUED)

SATURDAY, MARCH 11

6:30 a.m.–6:30 p.m.  Registration ................................................................. Trinity A/B
7:00 a.m.–8:30 a.m.  Technology Room ..................................................... Shawnee Trail A/B
7:00 a.m.–8:45 a.m.  Breakfast ................................................................. Landmark A/B/C
7:45 a.m.–8:45 a.m.  Budget Hearing ......................................................... Reunion A
9:00 a.m.–12:00 p.m. Workshop Session I ................................................. Various
12:15 p.m.–1:00 p.m.  Lunch ................................................................. Landmark A/B/C
1:00 p.m.–2:30 p.m.  General Session .......................................................... Landmark A/B/C

Welcome and Introduction of Keynote Speaker
George Sheridan, NEA Executive Committee

Keynote Speaker
Rebecca (Becky) Pringle, Vice President, National Education Association

ESP Leading for Racial Justice in Education: Panel Discussion
Panelists: Andre Mathis, Ellen Olsen, Saul Ramos

Raffle & Wrap Up
Maury Koffman, NEA Executive Committee

2:45 p.m.–5:45 p.m.  Workshop Session II .................................................. Various
5:45 p.m.–6:30 p.m.  Technology Room ..................................................... Shawnee Trail A/B
7:00 p.m.–9:00 p.m.  ESP of the Year Award Dinner .................................. Landmark A/B/C

Welcome
Kevin Gilbert, NEA Executive Committee Member and ESP Conference Planning Committee Chairperson

Welcome and Introduction of Keynote Speaker
Ovidia Molina, Vice-President, Texas State Teachers Association

Keynote Address and Award Presentation
Lily Eskelsen Garcia, President, National Education Association

9:00 p.m.–12:00 a.m.  Dance & Social ...................................................... Pegasus Ballroom
SUNDAY, MARCH 12

7:00 a.m.–9:00 a.m.  Registration .............................................................................................................Trinity A/B
7:00 a.m.–8:00 a.m.  Coffee & Pastries ............................................................................................Landmark Foyer
7:00 a.m.–9:00 a.m.  Technology Room .......................................................................................Shawnee Trail A/B
8:00 a.m.–9:30 a.m.  Workshop Session III ................................................................................. Various
9:45 a.m.–10:15 a.m. Brunch ..................................................................................................................Marsalis Hall
10:15 a.m.–12:00 p.m. Closing Session .............................................................................................Marsalis Hall

Welcome
Kevin Gilbert, NEA Executive Committee Member and ESP Conference Planning Committee Chairperson

ESP and School Climate: Panel Discussion
Eric Brown, NEA Executive Committee, Moderator
Dwanna Nicole, Director of Policy and Stakeholder Outreach, Advancement Project
David J. Schonfeld, MD, FAAP, Professor of the Practice in the Suzanne Dworak-Peck School of Social Work and Pediatrics at the University of Southern California and Children’s Hospital Los Angeles; Director, National Center for School Crisis and Bereavement
Serena La Rocque, Assistant Director of Education, National School Climate Center

NEA Fund
Connie Boylan, Chair, ESP PAC

Raffle & Wrap Up
Kevin Gilbert, NEA Executive Committee Member and ESP Conference Planning Committee Chairperson
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<td><strong>SATURDAY 2:45 p.m.–5:45 p.m.</strong></td>
<td><strong>SUNDAY 8:00 a.m.–9:30 a.m.</strong></td>
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<td>20. Introduction to Restorative Justice Cotton Bowl</td>
<td>14. Fighting Privatization by Meeting the Needs of the Whole Student Pegasus B</td>
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<td>4. Budgeting 101 Cumberland C</td>
<td>24. NEA Member Benefits: Financial Wellness Pegasus A</td>
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<td>31. The “G” Collection: An Introduction to Google Drive, Docs, Spreadsheets, Slides, and Forms Shawnee Trail</td>
<td>38. Using “BYOD” Technology to Improve Member Communications Shawnee Trail</td>
<td>28. Social Media and Smart Phone 101 for the Technically Fearful and Challenged! Shawnee Trail</td>
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<td>39. Want rESPect? Organize! Reunion C</td>
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**Governance and Communication**

**Leadership**

**Organizing**
| **SESSION 1**  
* SATURDAY 9:00 a.m.–12:00 p.m. | **SESSION II**  
* SATURDAY 2:45 p.m.–5:45 p.m. | **SESSION III**  
* SUNDAY 8:00 a.m.–9:30 a.m. |
|---|---|---|
| 1. Adult Workplace Bullying  
* Reunion E | 1. Adult Workplace Bullying  
* Reunion E | 3. Behavior Support: What does it Look Like and How Does it Affect Schools, Students, and Staff?  
* Gaston AB |
| 2. Autism Spectrum Disorder: Support Strategies To Ensure Successful Interactions Across All ESP Career Families  
* Sanger AB | 2. Autism Spectrum Disorder: Support Strategies To Ensure Successful Interactions Across All ESP Career Families  
* Sanger AB | 10. ELLs: It’s More than Just Language  
* Cumberland A |
| 10. ELLs: It’s More than Just Language  
* Cumberland A | 7. Cracking the Case Mystery Workshop - STEM  
* Cumberland A | 26. Putting the Ampersand into ESP & Teachers  
* Sanger AB |
| 13. ESSA: Education Support Professionals Staying Involved after Implementation  
* Gaston AB | 8. Creating Successful Paraeducator and Teacher Partnerships  
* Reunion F | 33. The Orientation Mentor for ESP  
* Cumberland B |
| 27. School Safety: Ensuring a Safe Environment for Staff and Students  
* Pegasus B | 19. Inclusion Strategies for Paraeducators  
* Gaston AB | 40. Working With Our Most Challenging Students: What ESP Should Know About Special Education, Homeless and Highly Mobile Youth, and Mental Health  
* Reunion F |
| 30. Survival Skills for Superheroes: Understanding and Intervening Effectively With All Students  
* Reunion G | 23. Medical Matters: What you Need to Know!  
* Windsor |  |
| 32. The “S” Word: The Role of Schools in Preventing Suicide  
* Reunion B | 30. Survival Skills for Superheroes: Understanding and Intervening Effectively With All Students  
* Reunion G |  |
| 35. The Role of Paraeducators: A Historical Perspective  
* Pegasus A | 32. The “S” Word: The Role of Schools in Preventing Suicide  
* Reunion B |  |
| 36. Tricks, Tips, and Modifications  
* Reunion C | 33. The Orientation Mentor for ESP  
* Cumberland B |  |
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* Reunion F | 36. Tricks, Tips, and Modifications  
* Reunion C |  |
1. Adult Workplace Bullying

Leading Our Professions
Session I & II

Have you ever witnessed or been a victim of adult-on-adult bullying? While student bullying is widely acknowledged as a national epidemic, adult bullying in our schools is a problem that is not fully recognized, acknowledged, or discussed for the threat it poses to school safety. In this workshop, participants will learn about the characteristics of adult bullying, its negative impact on the workplace, and how to identify when bullying occurs. Participants will leave with strategies to identify and address bullying behaviors so that our workplaces can be bully-free.

Presenters: Seleste Odewole, Alisa Williams
Reunion E

2. Autism Spectrum Disorder: Support Strategies To Ensure Successful Interactions Across All ESP Career Families

Leading Our Professions
Session I & II

In this hands-on workshop, participants will learn about the daily challenges faced by students with autism spectrum disorder (ASD). These challenges include social, communication, and behavioral challenges. Participants will gain insight into the learning styles of students with ASD and leave with strategies to ensure that they will be able to successfully interact with them. Participants will also learn about other strategies, such as creating visual supports and sensory calming objects, to ensure that students with ASD can learn, communicate, and feel safe when at school.

Presenters: Mickey Brady, Donna Nielsen
Sanger AB

3. Behavior Support: What Does it Look Like and How Does it Affect Schools, Students, and Staff?

Leading Our Professions
Session III

The NEA supports and promotes safe discipline practices to ensure the well-being of every student. Because school discipline affects every ESP career family, it is important that all education support professionals have the proper training needed to support student behavior. Behavior support within the school environment is vital to the welfare of all. This workshop will provide ESP with the tools necessary for proper and effective administration of school discipline strategies. By the end of the session, participants will learn de-escalation strategies and practice crisis prevention tactics for the safety of students and the entire school community.

Presenters: Carl Gray, Audrey Nichols
Gaston AB

4. Budgeting 101

Business
Session I

Does the thought of preparing a budget intimidate you? Come to this session and learn how to create, implement, and balance budgets to ensure the success of your local and...
state Association. You’ll learn everything you need to have complete control over where the money goes! We will also cover strategies on recruiting and retaining members at little or no cost to the Association.

Presenters: Debbie Moore, Mark Mayer
Cumberland C

5. Clerical Heroes: Uniting, Inspiring, and Leading For the Whole Student. It’s Real Talk Time!
Advocacy
Session I & II
This workshop will actively engage participants in discussion about how they can unite, inspire, and lead as clerical heroes. Participants will learn how to enhance their relationships with students and contribute to a positive school environment. We will discuss best practices and how and why to implement them. Participants will address their current strengths and weaknesses to formulate a professional learning plan that will help develop their knowledge and skills so that they can meet the needs of the whole student!

Presenters: Audrey Nichols, Carl Gray
Reverchon AB

6. Counselors Not Cops: Examining the Role of Police in Schools
Advocacy
Session II
Recent events across the country have triggered greater scrutiny of the role of police in our communities and schools. While schools are looking to policing for greater school safety, it far too often results in the criminalization of typical youth behavior and the use of excessive physical force by police and school resource officers. This contributes directly to the school-to-prison pipeline, denying many students an opportunity to go to school and learn and instead pushing them into the juvenile or criminal justice system. In the 2011-2012 school year, referrals of students of color and students with disabilities to law enforcement accounted for a disproportionate amount of all student referrals. In this session, participants will learn about the history of police in schools, examine the role of police currently in schools, and look closely at the impact of policing on students of color. We will also discuss the growing movement of youth advocates supporting alternatives to police in schools and how the presence of police denies students of color an opportunity to learn.

Presenters: Kevin Gilbert, Zakiya Sankara-Jabar
Cotton Bowl

7. Cracking the Case Mystery Workshop - STEM
Leading Our Professions
Session II
This workshop is a fun, interactive, hands-on experience! Paraeducators will learn new activities that they can use for STEM (Science, Technology, Engineering and Math) education. We will learn how to use inexpensive items to create mystery kits and other valuable teaching tools that build critical thinking skills and meet the individual needs of students. We will focus on “outside the box” thinking and learn how “play” is essential to child development and academics. Everything covered in this workshop can be modified for any grade level. The workshop will also encourage team building as each group finds a way to crack a riddle or solve a case!

Presenters: Janie Sweat, Valli Sales
Cumberland A

8. Creating Successful Paraeducator and Teacher Partnerships
Leading Our Professions
Session II
Paraeducator, Jean Fay and retired kindergarten teacher, Jan Demers will teach participants how to build successful paraeducator and teacher partnerships. By the end of the workshop, participants will gain insight into why positive partnerships between paraeducators and teachers are essential for student success, how to effectively communicate with
members of an educational team, and how to problem solve when conflicts arise. Participants will learn tips and strategies to creating a joyful classroom environment that will enhance the learning of all of your students.

Presenters: Jean Fay, Jan Demers

Reunion F

9. Developing Cultural Identity

Advocacy
Session I & III

In this session, we will reveal the nature of the socialization process through interactive exercises. Participants will examine models that reveal how we learn about our own culture and the cultures of others. We will also learn how our values, beliefs, and self-concepts affect the way we think, behave, and make assumptions. Participants will also be introduced to how the absence of information – the silent teacher – can contribute to assumptions and even bigotry of people who are different from us. By the end of this workshop, participants will be able to identify their core values, learn how those core values impact the way we interact with others, and how we can change our “files” to better meet the needs of our students.

Presenters: Lisa Jennings, Ryan Calmont

Moreno AB

10. ELLs: It’s More than Just Language

Leading Our Professions
Session I & III

What do educators need to expand their range of knowledge and skills to meet the needs of today’s English Language Learner (ELL) students? ELLs are the fastest growing student population and our classrooms are more diverse than ever. In this interactive workshop, participants will engage in activities and small group discussions to explore cultural influences, community building, and how to best support ELL students and their families. Participants will also examine their own cultural identities and learn ways to connect with their student’s culture. By the end of this session, participants will be able to create a welcoming environment for ELLs and promote advocacy for ELLs and their families by exploring the differences between equality and equity.

Presenters: Joni (Joanne) Anderson, Ingrid Miera

Cumberland A

11. Engage and Connect Your Members

Organizing
Session III

Are your members disengaged? Are they not showing up to meetings? Attend this session to learn how to use social media and technology to recruit and reclaim your members! In this workshop, participants will learn how to engage and connect to members to ensure full member participation. Participants will also learn several methods to increase member communication and engagement and will build a member engagement activity that will be ready to use when they return home.

Presenters: Diana Kelly, Kathie Trongo

Reunion A

12. Engaging, Involving, and Cultivating Leadership with your Puerto Rican, Hispanic, Latino Members and Potential Members

Organizing
Session III

Puerto Ricans, Latinos, and Hispanics represent an increasing share of the U.S. workforce. This is a diverse and growing community and an important part of the social fabric of our country. While contributing to the success of the U.S., Puerto Ricans, Latinos, and Hispanics are confronting tremendous challenges in their workplaces and communities. They are indeed some of America’s most vulnerable workers. It is the Association, through organizing campaigns and collective bargaining agreements which allow millions of Americans to achieve better working conditions and wages. Although the
Association has provided many opportunities for the training and engagement of Puerto Rican, Latino and Hispanic educators, the labor movement is still experiencing declines in the membership and retention of these members. Come to this session and learn about the importance of reaching out to current and potential members in this community and how to engage, involve and cultivate their leaders.

Presenters: Marcelino Rivera, Tracy Butler

13. ESSA: Education Support Professionals Staying Involved after Implementation

Leading Our Professions

Session I

The Every Student Succeeds Act (ESSA) requires involvement from ESP, but how do we stay involved throughout and after implementation? Come to this session and find out what opportunities exist in ESSA that empower ESP to drive and advance solutions at the national, state, and local level to ensure student success. Attend this session to learn and understand the requirements for ESP involvement in the law, how to seek opportunities for continued involvement, and create opportunities for ESP ownership.

Presenters: Shelly Krajacic, Lynn Goss

14. Fighting Privatization by Meeting the Needs of the Whole Student

Advocacy

Session II

Do your Association members, teaching partners, administrators and community members understand the essential role that all educators play in student success? Do they know how this can help in the fight against privatization? Participants will learn how to recognize the many faces of privatization, how to prepare against outsourcing threats, and how to defend members’ careers from privateers. The presenters will share ways local ESP and EA Associations can work collaboratively to combat local and statewide threats by using the whole student approach. The whole student approach messages how ESP are critical members of the education workforce, making the clear connection between ESP careers and positive student outcomes. The presenters will also share how all educators can work together to build community support and gain respect for their roles in education.

Presenters: Connie Boylan, Frank Burger, Jerad Reay

15. Get Ready for ESP Day and Read Across America: Two Great Ways to Build Positive PR for Your School and Local Association

Communication

Session III

Education Support Professionals Day (ESP Day) is recognized by NEA during American Education Week, which is held each November. Read Across America is celebrated on March 2 and throughout the year. Join us to learn how you can use these special events to communicate the important role of ESP in our schools and communities. Participants will leave this workshop with a 3-point plan to jumpstart an ESP Day or Read Across America event or activity in their school or community.

Presenter: Steven Grant

16. Grant Writing Tips and Resources for ESP Professional Development

Communication

Session I & II

The NEA Foundation was founded by NEA members in 1969. Today, the NEA Foundation awards more than $600,000 annually through its Learning & Leadership and Student Achievement Grants programs. This interactive session will provide an overview of eligibility requirements and the tools
CONFERENCE WORKSHOPS (CONTINUED)

necessary to write a successful grant proposal for professional development endeavors. Attendees will learn about the exemplary ESP projects that have been funded by the NEA Foundation and how grant funding allowed recipients to improve their professional practice. The session will also share ideas and trends in education grant making that will assist participants with other fundraising efforts. Learning objectives include knowing the basic building blocks of grant writing and appreciating grant writing as an invaluable skill for all ESP.

Presenter: Jesse Graytock
Reunion A

17. How to Bargain with Your School Board - and Win!
Organizing
Session I & III
Is bargaining with your school board a constant headache? Do you feel like you’re always hitting a brick wall? School board bargaining teams often exhibit behaviors and attitudes that can make the negotiating process difficult. In this workshop, participants will learn about common tactics that school board teams use to advance their interests and counter-tactics that local associations can use to negotiate successfully. Additionally, participants will learn how to maximize results by organizing members to support the bargaining process.

Presenter: Tony Gentile
Session I: Windsor / Session III: Reunion E

18. How to Support Growth in Your Local: Skill Building for Local Leaders
Governance and Leadership
Session II
Ever feel like your local is stuck in a rut struggling to find consensus and secure commitment from members? If so, then this training is for you! Through group and individual exercises, participants will build the skills needed to become more reflective and active listeners. Leaders will engage in

reflective practice to assess how they learn information from members, how they process information in a group dynamic, and how they can broaden their leadership cadre to encompass all learning styles. Participants will walk away with a better understanding of how they can foster local Association growth, improve group dynamics and implement positive solutions to problems.

Presenters: Adam Janiak, Beth Anderson
McMillan

19. Inclusion Strategies for Paraeducators
Leading Our Professions
Session II
In this workshop, participants will learn and practice a variety of strategies for effective inclusion of students with learning disabilities. Participants will leave with a basic understanding of executive function, autism spectrum, attention deficit and social/emotional disabilities and they will learn how to collaborate effectively with teachers and ESP.

Presenters: Stephanie Hand, Linda Lawrence
Gaston AB

20. Introduction to Restorative Justice
Advocacy
Session I
Restorative justice practices are being implemented in schools, communities and juvenile justice settings to build relationships and trust, improve communication, resolve conflicts, address safety and disciplinary issues, and promote healing. This workshop, facilitated by Chicago’s Community Justice for Youth Institute, will provide participants with an understanding of the restorative justice philosophy and the peace circle process. Participants will also learn about additional steps and training necessary to prepare schools for effective implementation.

Presenters: Dwanna Nicole, Kevin Gilbert
Cotton Bowl
21. Know What You’re Worth!

Advocacy
Session II

Is your pay in-line with local and national averages? Does your pay reflect the complexity of your job? Do you think you are underpaid? Information is power, and knowing what you are worth is powerful information. This workshop will provide participants with hands-on research techniques and tools that will help them gather and effectively utilize data to advocate for themselves. By the end of the workshop, participants will be able to understand the importance of an accurate job description and determine and present the value of their work using powerful online research tools. Participants will learn how to conduct solid research, assemble persuasive data, and package the data so it is easily understood. The techniques and tools learned in the session can be adapted for use in bargaining and non-bargaining states and will benefit all ESP career families. Participants are encouraged to bring a laptop or tablet, though it is not required.

Presenters: Miles Stern, Henry Cornu
Cumberland C

22. Leading Your Local, Building Your Community

Organizing
Session I

Is your local proactive about building community relations before a crisis occurs? In this workshop, participants will identify opportunities to build solidarity in their locals while simultaneously strengthening community connections. Participants will also learn how locals can use publicity, branding, events, and other strategies to elevate ESP as community leaders and essential members of the educational team. Sample tools and resources will be provided to all attendees.

Presenters: Heather Sorge, Liz Picone
Cockrell

23. Medical Matters: What you Need to Know!

Leading Our Professions
Session II

Students cannot learn unless they are healthy first. Come to this workshop to learn about the current state of student healthcare. Participants will learn about the many medical matters that school health professionals must know about. Everything from the Zika virus, the heroin and opioid epidemic, and suicide to asthma, diabetes, concussions and head injuries will be discussed. If you are an ESP health professional, you do not want to miss this workshop!

Presenters: Carmen Hill, Jane Ann Sykes
Windsor

24. NEA Member Benefits: Financial Wellness

Business
Session II

In this session, participants will learn about personal finance so they can make informed decisions for their financial wellbeing. We will cover the basic steps that lead to financial security. Taking control, having a plan, and fulfilling your goals around money will improve your overall wellness. By the end of this workshop, participants will have gained an awareness of the member-only savings and discounts offered by NEA Member Benefits, as well as understanding how to manage money effectively, control debt, and plan for retirement. Participants will leave this workshop with a framework to develop a personal budget that will keep them on track of all their finances!

Presenters: Kimberly Lindsey, Teresa Muench
Pegasus A
CONFERENCE WORKSHOPS (CONTINUED)

25. Organizing: Building Blocks for Membership Engagement
Organizing
Session I & III
Do you ever wonder why there is apathy or lack of membership engagement at your local? Do members often ask, “What does the chapter do for me?” In this workshop, participants will assess local chapter membership and engagement, reflect on why their local is relevant, and develop a successful membership engagement plan.
Presenter: David Hernandez
McMillan

26. Putting the Ampersand into ESP & Teachers
Leading Our Professions
Session III
This session will focus on how to engage ESP and teachers to work together collaboratively and respectfully, diminishing the barrier between professions and expanding the collective goal to serve students and improve schools. Participants will learn about the importance and benefits of teamwork, strategies for creating a culture of teamwork at school, and potential barriers to working relationships. The session will also highlight two successful models where ESP and teachers have worked together effectively to bring excellence to education and school improvement. The presenter is a former teacher and NEA ESP Quality student intern who will offer personal experiences of working with ESP and how whole student initiatives are good for students, ESP, and teachers.
Presenter: Darren Fleischer
Sanger AB

27. School Safety: Ensuring a Safe Environment for Staff and Students
Leading Our Professions
Session I
On the bus, on the playground, in the cafeteria and in classrooms—the safety of students and staff is critical to ensuring a learning environment that fosters student success. ESP feel the impact of school safety policies, often disproportionately, and therefore must be involved in ensuring these policies reflect the needs of our ESP members. This session will provide participants with preventative strategies for ensuring staff safety and a working understanding of the six key ways to respond to a staff injury. We will also cover how to assess safety policies in their state and school district, and identify opportunities to improve those policies to better ensure a safe environment for all.
Presenter: Jess Anna Glover
Pegasus B

28. Social Media and Smart Phone 101 for the Technically Fearful and Challenged!
Communication
Session III
Do terms like Facebook, Twitter, LinkedIn, Google and YouTube sound like foreign words to you? Are you afraid to have a Facebook account? Do you often wonder, “How smart is my smart phone?” If you answered YES to any of these questions, then this training is for you! This hands-on workshop is designed to familiarize participants with some of the common social media terms and platforms as well as some of the key features and capabilities of smart phones. All in a non-threatening environment! Participants are required to have a smart phone, a lot of patience, and a good sense of humor!
Presenter: James Henderson, III
Shawnee Trail
29. Strategies for Working with Students with Language-based Learning Disabilities

Advocacy
Session I & III

In this workshop, participants will develop an understanding of the different types of language disorders and learn strategies to assist students with language disabilities in the classroom. They will also examine best practices for collaborating with teachers and speech and language pathologists. During the workshop, participants will practice a variety of strategies so they will be ready to implement new ideas in their classrooms.

Presenters: Helen Fitzgerald, Linda Lawrence

Session I: Cumberland B / Session III: Reunion G

30. Survival Skills for Superheroes: Understanding and Intervening Effectively With All Students

Leading Our Professions
Session I & II

This workshop will explore the demands that we, as educators, face on a daily basis. In our multi-faceted roles, we assist during transitions, solve social issues, offer emotional support, all before focusing on helping our students to be successful in the classroom. Now more than ever, we need to understand the daily challenges that students face and the impact that those challenges have on them socially, emotionally, behaviorally and academically. In this interactive workshop, we will share new perspectives and techniques that we can use to help our students to develop self-insight, positive social interactions, develop executive skills and learn to effectively communicate with others.

Put on your cape and join us....... we will leap a few tall buildings together!

Presenters: Joyce Hanousek, Sean O’Neill

Reunion G

31. The “G” Collection: An Introduction to Google Drive, Docs, Spreadsheets, Slides, and Forms

COMMUNICATION
Session I

This introductory workshop will provide participants with a fundamental understanding of some of the many features that Google offers to help educators inside and outside of the classroom. Google allows users to store and view any kind of file without purchasing anything. Google Docs, Sheets, and Slides are productivity apps that let you create different kinds of online documents, work in real time with other people, and store them in your Google Drive online—all for free in the cloud. Participants will need an active Google account in order to participate in this workshop. If you already have an account, please come prepared to sign into your account with your current password. If you don’t have a Google account, you can create one by signing up at https://accounts.google.com/signup.

Presenters: Leslie Marsland, Kathy Meltsakos

Shawnee Trail

32. The “S” Word: The Role of Schools in Preventing Suicide

Leading Our Professions
Session I & II

School staff are uniquely positioned to recognize the signs of suicide and self-injury and make the appropriate referrals for help. In order to be able to recognize the warning signs, all school staff need training to acquire the necessary skills, vocabulary and techniques to support young people at risk and to make the appropriate referral. In this workshop, participants will gain an understanding of the importance of suicide prevention training as well as learn how to recognize and identify the risks and warning signs for youth suicide. Through interactive role-plays, participants will gain practical knowledge and skills to be able to respond to a young person at risk. The Massachusetts Department of Public Health’s Suicide Prevention Program’s online training, The “S” Word: The
Role of Schools in Preventing Suicide, will also be discussed.

Presenters: Brandy Brooks

33. The Orientation Mentor for ESP
Leading Our Professions
Session II & III
The Canon City School District in Colorado, has developed a mentor program specifically designed to have ESP employees mentor new ESP employees in their district, or other ESP who may desire mentorship. This workshop will provide participants with an in-depth look at how the Canon City Mentorship program functions and how it was developed. Participants will learn the aspects of how to become a mentor, how a mentorship program will enhance productivity, and how to develop a collaborative program with their district. If your local Association or district is looking to develop an employee designed and run mentorship program, then this workshop is for you!

Presenters: Judy Near, Dave Mussetter

Cumberland B

34. The Road to Your Local’s Fiscal Health
Leading Our Professions
Business
Session II
This interactive session is designed to provide emerging local leaders with an understanding of the fraud culture and the forces that drive an individual to betray the "trust" of colleagues, the community and members. Attendees will gain insight on how to detect various fraud schemes and the internal controls available to mitigate financial loss. Using "real case scenarios" of actual local affiliate losses, attendees will gain an understanding of how easy it is for fraud to occur and the devastating impact it has on the membership. Participants will walk away with tools to help identify vulnerabilities and establish "best practices" to ensure a healthy and fiscally sound local Association.

Presenters: Lynn Feakes, Angela Granados

Cockrell

35. The Role of Paraeducators: A Historical Perspective
Leading Our Professions
Session I
This session will provide a historical overview of the important role that paraeducators play in education. It will examine the roles and responsibilities of paraeducators, teachers, and administrators and provide an understanding of the current legal and ethical issues concerning paraeducators. Participants will walk away with tips on how to advocate for and take charge of their own professional learning. Model legislative policies and standards developed by several states and professional organizations, such as the Council for Exceptional Children (CEC), will be shared. Participants will also receive updates on the Individuals with Disabilities Education Act (IDEA) reauthorization and the Every Student Succeeds Act (ESSA) and how these laws impact paraeducators.

Presenter: Dr. Kent Gerlach

Pegasus A

36. Tricks, Tips, and Modifications
Leading Our Professions
Session I & II
This hands-on workshop will show participants how to use free or dollar store supplies to make items that will assist students with learning, engagement and focus. Participants will tap into their creative side and walk away with an assortment of tools that can be used immediately upon returning to their classroom, bus, lunchroom, or other work area. The workshop will re-energize ESP to "think outside the box" with simple and fun ways to engage students and modify academic work to better meet student goals.

Presenters: Tina Pizzitola, Holly Fitzgerald

Reunion C
37. Unionism and Professional Growth for ESP
Organizing
Session II
In this interactive session, participants will be able to identify the correlation between a strong union and growth within their profession. At the conclusion of the workshop, participants will be able to identify strengths and opportunities for growth within their local as well as effective tools that can be used to advocate for their own professional growth. Participants will also be able to anticipate challenges and proactively identify strategies to be a leader in their profession. Participants will walk away with sample contract language and a plan to help advance their profession and strengthen their union.

Presenters: Becky Hespen, Sandy Miller
Moreno AB

38. Using “BYOD” Technology to Improve Member Communications
Communication
Session II
In this session, participants will learn about modern day technology needs, review available technology and understand the different ways technology can be used to improve communication with members and affiliates. The session will also review “Bring Your Own Devices” (BYOD) policies and how such devices can help increase student success.

Presenters: Connie Jackson, Marchelle Studstill
Shawnee Trail

39. Want rESPect? Organize!
Organizing
Session III
Respect is a commodity that, while earned, costs nothing to the school system. Yet, when ESP are told what to do, when to do it, and how to do it, it can be taken as demeaning or disrespectful. In this workshop, participants will identify the issues most important to their members and learn how to organize their members around those issues. They will also learn how to use the momentum from successful organizing events to increase membership and build respect amongst themselves and with the administration.

Presenters: Melissa Rebello, Laura LeBlanc
Reunion C

40. Working With Our Most Challenging Students: What ESP Should Know About Special Education, Homeless and Highly Mobile Youth, and Mental Health
Leading Our Professions
Session I & III
Understanding our students is key to forming relationships and supporting learning. This session, taught by a special education teacher, will provide an overview of some of the biggest challenges facing students today. Participants will walk away with an understanding of the acronyms, process and framework of special education laws, and the issues facing homeless/highly mobile youth. Participants will learn how mental health issues impact student learning and what resources ESP can use to support students. The session will end with an overview of how to plan effective ten minute meetings to address student concerns and to build an understanding of the role of members. This session will include the use of electronic responders, but don’t worry—all responses are anonymous!

Presenter: Steve Winge
Reunion F
 According to the National School Climate Center, “school climate is larger than any one person’s experience and refers to the quality and character of school life.” Building on the 2016 NEA ESP Conference Sunday session, ESP and the Whole Student, this year’s session will examine more closely the significance of and role that ESP play in creating and maintaining a positive school climate.

In order for students to be successful, they must be healthy, safe, engaged, supported and challenged and all adults working in public education have a critical role in ensuring a quality school climate where every student can learn. “Everything that goes on in a school is important,” says Dr. James Comer, a child psychiatrist with the Yale University Child Study Center and renowned child development author. Comer believes, “ESP are involved in ways that support everybody in the school and decrease behavioral problems.”

Approximately 75 percent of ESP live, vote, shop and worship in the same school district in which they work. The connection with and deep knowledge of the community enables ESP to interact with students on a deeper level all while providing classroom support and instruction, school maintenance and custodial services, health services, transportation, security, clerical support, food services and more.

ESP often leave a special and lasting impression on students long after they graduate. This positive interaction with students creates a sense of stewardship among ESP that promotes a positive learning community and a healthy school climate.

During this session, our expert panelists will discuss what school climate means, what it looks like, barriers faced, and the critical roles of ESP and available resources.
Dwanna Nicole serves as Advancement Project’s Director of Policy and Stakeholder Outreach. In this role, she develops strategies to implement the policy agenda of Advancement Project and its partner organizations by supporting local, state, and national campaigns. She also builds and maintains relationships with external stakeholders, including educator unions, school officials, law enforcement, judges, and policymakers to create a diverse constituency of support for Advancement Project’s initiatives. Prior to joining Advancement Project, she served as the Director of Policy and Advocacy for the Young Women’s Project, where she worked with local elected officials and government agencies to design and implement youth led campaigns, including those focused on health, education, and child welfare. Dwanna routinely administers workshops for educators on the harms of exclusionary discipline policies and practices. She works with schools and school districts throughout the country to assist them with developing strategies to create more positive school climates for students, educators, and families, and provides training in restorative justice to educators and community members.

David J Schonfeld, MD, FAAP, is a developmental-behavioral pediatrician and Director of the National Center for School Crisis and Bereavement, located at the University of Southern California School of Social Work. He is Professor of the Practice in the Suzanne Dworak-Peck School of Social Work and Pediatrics at the University of Southern California and Children’s Hospital Los Angeles. Dr. Schonfeld is a member of the American Academy of Pediatrics Disaster Preparedness Advisory Council and served as a Commissioner for both the National Commission on Children and Disasters and the Sandy Hook Advisory Commission in CT. Dr. Schonfeld has authored over 100 scholarly articles, book chapters, and books (e.g., The Grieving Student: A Teacher’s Guide published by Brookes Publishing) and provided over 850 presentations on the topics of pediatric bereavement and crisis. Dr. Schonfeld has provided consultation and training on school crisis and pediatric bereavement in the aftermath of a number of school crisis events and disasters within the United States and abroad.

Serena La Rocque is the Assistant Director of Education at the National School Climate Center. Over the past eight years, Serena has worked with children, schools, non-profit organizations, and states in the U.S. and Mexico. She has teaching experience, as well as, experience in co-designing, implementing, managing, and evaluating K-12 educational programs. In addition, Serena has worked with the New Jersey Department of Education to help edit their curriculum to integrate social emotional learning competencies into the classroom. She received her Masters in Urban Education Policy from Brown University.
Each year, one Education Support Professional receives the **NEA ESP of the Year Award** in recognition of their outstanding contribution to their schools, communities, and profession. The ESP of the Year serves as an ambassador for Education Support Professionals around the country, promoting the value of ESP members at national and state conferences. While it showcases one outstanding support professional each year, the Award recognizes and honors the contributions that all Education Support Professionals make year-round.

Candidates are considered by the NEA ESP Careers Committee, which forwards its recommendation to the NEA President and the NEA Executive Committee for approval.

**Considerations for ESP of the Year Award**

1. **Professional Practice**: Demonstrating creativity, leadership, professional growth and innovation at the worksite.

2. **Advocacy and Association Involvement**: Advocating for ESP in the day-to-day education process, for members, for the profession, and for public education.

3. **Community Engagement**: Promoting public education in the community.

4. **Personal Achievement**: Identifying and achieving personal goals through Association and community involvement.

5. **Enhancement of ESP Image**: Enhancing the image of ESP at the worksite, in the Association, and in the community.

**Help Promote the ESP of the Year Award**

Every September, the NEA President sends all state presidents and executives a call for nominees, with details about the award process. You can help ensure that some outstanding ESP in your state has a chance to be the ESP of the Year by:

- Promoting the existence of the award in your local and state Associations;
- Calling your state affiliate in early November each year to make sure they are submitting a nominee from your state. Nominations are due in early December.

For details about the nominations process, contact Lisa Connor in the ESPQ Department (lconnor@nea.org).

---

**NEA ESP Award History**

- **2016**: Doreen McGuire-Grigg, California
- **2015**: Janet Eberhardt, California
- **2014**: Paula Monroe, California
- **2013**: Donna Schulze, Maryland
- **2012**: Judy Near, Colorado
- **2011**: Jameel Williams, North Carolina
- **2010**: Helen Cottongim, Kentucky
- **2009**: Kathleen Axtell, Washington
- **2008**: Laura Vernon, Wisconsin
- **2007**: Veronica Henderson, Maryland
- **2006**: Nancy Toombs, Kentucky
- **2005**: Kathleen Lange, Illinois
- **2004**: Allyson “Sunny” Story, Iowa
- **2003**: Martin F. Meyer, Idaho
- **2002**: Joann Falk, Colorado
- **2001**: Irma Valdespino, New Mexico
- **2000**: Richard Malizia, New Jersey
- **1999**: Gail Rasmussen, Oregon
- **1998**: Carter Foshee, Oklahoma
- **1997**: Karen Mahurin, Alaska
- **1996**: Evelyn Foster, North Carolina
- **1995**: Iona Holloway, Louisiana
- **1994**: Eddie Middleton, Louisiana
- **1993**: Doris Dortch, Alabama
- **1992**: Peggy Bertollo, Delaware (deceased)

The NEA Representative Assembly approved the ESP of the Year Award in 1991. The first award was given in 1992.
Award Banquet Seating
Landmark Ballroom

State | Tables | Sharing tables with...
--- | --- | ---
Alabama | 3, 4 | MT, NM
Alaska | 25, 39, 40 | LA
Arizona | 9, 10 | AR, MS
Arkansas | 9, 10 | AZ, MS
California | 26, 27, 28 | NV, IL
Colorado | 29, 30, 31, 34, 35, 36 | NV, IL
Delaware | 23, 24 | ID, ND
Florida | 41, 42, 43 | IA
Georgia | 45 | WY
Idaho | 23, 24 | DE, ND
Illinois | 29, 30, 31, 34, 35, 36 | CO, NV
Indiana | 11, 12, 21, 22 | PA
Iowa | 41, 42, 43 | FL
Kansas | 49, 50, 51, 52, 60, 61, 62, 63, 64 | MO
Kentucky | 33, 48 | OK
Louisiana | 29, 39, 40 | AK
Maine | 17, 18, 32 | MA
Maryland | 49, 50, 51, 52, 60, 61, 62, 63, 64 | KS
Massachusetts | 17, 18, 32 | ME
Michigan | 37, 38 | ND, WI
Minnesota | 46, 47 | WY
Mississippi | 9, 10 | AR
Missouri | 65, 66 | WV
Montana | 3, 4 | AL, NM
Nebraska | 55, 56 | IA
Nevada | 29, 30, 31, 34, 35, 36 | CO, IL
New Hampshire | 74 | SD
New Jersey | 67, 68, 77, 78, 79 | SD

State | Tables | Sharing tables with...
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New York | 53, 54 | OH
North Carolina | 2, 14, 15, 16 | OH
North Dakota | 23, 24 | DE, ID
Ohio | 2, 14, 15, 16 | NC
Oklahoma | 33, 48 | KY
Oregon | 73, 86 | VT
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Rhode Island | 57, 58, 59 | SC, TN
South Carolina | 57, 58, 59 | RI, TN
South Dakota | 67, 68, 77, 78, 79 | NJ
Tennessee | 57, 58, 59 | RI, SC
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Wisconsin | 55, 56 | NE
Wyoming | 45 | GA

OTHER
VIP | TABLE 1
OVERFLOW | TABLES 1-8, 80, 85
Guests/NEA Staff | TABLES 81-84
Congratulations
2016 White House School Support Professional Champions of Change
May 11, 2016

Edward Ammons
Computer/AV Technician
PSE, Washington

Anna Angeles-Farris
Custodian
SEIU Local 284, Minnesota

Ted Chaudoir
School Bus Driver
NEA/WEAC, Wisconsin

Gary Cooper
Groundskeeper/Arborist
CSEA, California

Jeanette Griffin-Kimber
Substitute Teacher Coordinator
NEA/GAE, Georgia

Doris Hominda
Career and Technical Education Clerk
PSE, Washington

Annie McClintock
Special Education Paraeducator
NEA/WYSUT, New York

Doreen McGuire-Grigg
Special Education Paraeducator
NEA/CTA, California

Debbi Sue Partridge
Multimedia Technician
CSEA, California

Cynthia Tercero-Sandoval
Dropout Prevention Coordinator
NEA/SEA, Arizona

Cindi Trettel
Special Education Paraeducator
MSEA, Minnesota

Margaret Mary Warder
Intervention Paraeducator
CSEA, California
What is NEA ESP Leaders for Tomorrow?

The NEA ESP Leaders for Tomorrow program is an intensive leadership development program that is delivered in 3 sessions held over an eight-month period that is open to dues paying NEA ESP members who meet the program’s eligibility requirements. Candidates must be nominated for the program and have their application acknowledged and signed by their state Association.

NEA ESP Leaders for Tomorrow eligibility requirements

- Must be a current NEA ESP member
- Must have been an NEA member in good standing for the past three years
- Must complete an application form and submit by the deadline
- Must commit to participate fully in all three sessions
- Must commit to utilize the new skills in the Association

Why NEA ESP Leaders for Tomorrow?

NEA ESP Leaders for Tomorrow trains both current and future leaders in leadership attitudes, skills, and knowledge that will enhance their ability to be a visible, vocal advocates at the local, state, and national levels of the NEA.

CONGRATULATIONS to the LFT Class of 2016-17

<table>
<thead>
<tr>
<th>Ronnie Beard, Jr., Maryland</th>
<th>Jenn Lattimore, Illinois</th>
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<tbody>
<tr>
<td>Audrey Cunneely, Arizona</td>
<td>Vidette “Toni” Mejias, Maryland</td>
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<tr>
<td>Sue Golightly, Iowa</td>
<td>Elizabeth Philabaum, Ohio</td>
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<td>Kendall Griffin, California</td>
<td>Emily Schmidt, Utah</td>
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<td>Rosie Guerrero, Florida</td>
<td>Billie Stowell, Kansas</td>
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<tr>
<td>Kris Hursh, Montana</td>
<td>Russell Waring, Ohio</td>
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<tr>
<td>Kathy Johnson, Illinois</td>
<td>Janie White, Washington</td>
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To learn more, visit www.nea.org/esplft or contact LConnor@nea.org.
The NEA Paraeducator Institute...a Voice for Paraeducator Careers!

www.nea.org/pi

Dynamic! Paraeducator Driven!
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The NEA Paraeducator Institute helps paraeducators meet the needs of the whole student and elevate the profession with a range of training, policy, and research tools and resources. Paraeducators, teachers, administrators, parents, and others can learn about upcoming webinars and other training opportunities, key policies and best practices in each state, and more.

<table>
<thead>
<tr>
<th><strong>THANK YOU to the 2016-2017 Paraeducator Institute Workgroup</strong></th>
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<tbody>
<tr>
<td>Andrea Beeman, Ohio</td>
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<tr>
<td>Maria Bennett, Pennsylvania</td>
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<td>Robert Browning, Arkansas</td>
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<tr>
<td>Sandie Carner-Shafran, New York</td>
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<td>Jean Fay, Massachusetts</td>
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<td>Lynn Goss, Wisconsin</td>
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*A special thanks also to Marilyn Likins (UT) and former PI Workgroup members, Mike Hoffmann (DE), Jan Pace (UT), and Keena Williams (AR).*

Visit us at the NEA Paraeducator Institute Table and Engage, Network and Learn about the Institute!

Located in the Reunion Foyer
Generous organizations and state affiliates have donated a large array of gift items to be raffled at the 2017 NEA ESP National Conference.

Drawings will be held during the general sessions on Friday, Saturday, and Sunday, and in double-blind drawings on Saturday and Sunday morning at 8:00 a.m. To participate in the general session and double-blind drawings, you must sign up at registration. Only one entry per member is allowed. You must be present during the general session drawings to win, but you do not need to be present to win during the double-blind drawings. The double-blind drawings will be conducted by members of the Conference Planning Committee. A list of raffle winner names and prizes will be posted at registration.

All prizes must be claimed at registration no later than 9:00 a.m. on Sunday, March 12th. Winners must present their conference badge and raffle ticket to claim their prize.

At the Sunday, closing session we will draw for the GRAND prize—an all-expense paid trip to the 2018 NEA ESP National Conference. The winner of this GRAND prize does not need to be present to win. The winner will be contacted, if they are not present.

We’re not done yet! By completing an online conference evaluation after the conference, you will be entered in a drawing for a complimentary registration fee for the 2018 NEA ESP National Conference! All conference attendees will receive an email with a link to the conference evaluation form after the conference. Once you complete and submit the survey, your name will be entered into this final drawing. NEA ESPQ will contact the winner.

Please Note: Only NEA members are eligible to participate in conference drawings.
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SPECIAL THANKS
to NEA Member Benefits for
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$10,000 ESP of
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