UNITING OUR MEMBERS AND THE NATION FOR STRONG COMMUNITIES, EMPOWERED EDUCATORS, AND SUCCESSFUL STUDENTS

2019 NEA ESP NATIONAL CONFERENCE

EDUCATION SUPPORT PROFESSIONALS: UNITING OUR MEMBERS AND THE NATION FOR STRONG COMMUNITIES, EMPOWERED EDUCATORS, AND SUCCESSFUL STUDENTS

March 22–24, 2019 | Bally’s Las Vegas Hotel | Las Vegas, Nevada

#ESP2019 #WeLoveOurESP
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
Lily Eskelsen García
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Rebecca (Becky) Pringle
NEA Vice President
Princess Moss
NEA Secretary-Treasurer

NEA EXECUTIVE COMMITTEE
Eric R. Brown
Kevin F. Gilbert
Shelly Moore Krajacic
Robert Rodriguez
George Sheridan
Hanna Vaandering

NEA EXECUTIVE DIRECTOR
John C. Stocks
**WELCOME TO THE 28TH NEA ESP NATIONAL CONFERENCE!**

I am thrilled to be in Las Vegas with more than 900 education support professionals who are leading in their professions and associations across the country. Over the past year, we stood with NEA members who led the fight for more resources, higher salaries and better working conditions for educators in our schools and communities. In Delaware, Washington State and several other places, we saw wins from ESP members who bargained for the common good and lobbied for state and local policies to support ESP and their professional development. In November, we tipped the scales in our students’ favor by electing educators and other champions of public education into office. What we have witnessed is not a moment, but a movement of and by educators who are advocating for the great public schools our students deserve.

With this powerful energy guiding our work, we are excited to focus the 2019 ESP Conference on “uniting our members and the nation for strong communities, empowered educators and successful students.” This weekend is filled with many opportunities to help you grow and strengthen your professional excellence at any stage of your career through Association-convened and educator-led learning and supports. Grounded in the NEA ESP Professional Growth Continuum and NEA Leadership Competency Framework, the conference sessions will generate important conversations on a variety of themes, from social justice and Adverse Childhood Experiences to leadership and organizing. We are counting on you to transform these discussions into actions that will advance your professional practice and cultivate a better future for our students and our professions.

We may be in Vegas, but what happens at the ESP Conference, should not stay at the ESP Conference. Remember to leverage your connections, share your stories and bring your learning back to your schools and communities!

Lily Eskelsen García
President

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The 2019 NEA ESP Conference Planning Committee would like to thank NEA Officers, NEA Executive Committee members, National Council for Education Support Professionals (NCESP) Executive Committee, ESP members of the NEA Board of Directors, Nevada State Education Association, and conference trainers, staff, sponsors, exhibitors, raffle donors and participants for your generous support of the 28th NEA ESP National Conference.
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.
BADGES
Conference registrants and guests must wear and display their badges at all times. Individuals without a badge will be prohibited entry to conference events, sessions, workshops and meals.

CONFERENCE APP
Download the conference app! Refer to your conference registered email for instructions and login credentials. Need help? Come to the Social Media Booth for assistance.

MEALS
The following meals are included with your registration package.

<table>
<thead>
<tr>
<th>Registration Type</th>
<th>Thursday, March 21</th>
<th>Friday, March 22</th>
<th>Saturday, March 23</th>
<th>Sunday, March 24</th>
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</thead>
<tbody>
<tr>
<td>Pre-Conference</td>
<td>Breakfast and Lunch</td>
<td>Breakfast</td>
<td>Breakfast, Lunch and ESP Award Dinner</td>
<td>Breakfast</td>
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<td>$250</td>
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<td>Conference</td>
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<td>Breakfast, Lunch and ESP Award Dinner</td>
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<td>$200</td>
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SCANNING
To track attendance, conference registrant and guest badges will be scanned at conference events, sessions, workshops and meals.

PRE-CONFERENCE WORKSHOPS
All pre-conference workshops that begin on Thursday, March 21st require pre-registration and have an additional conference fee of $50. If you are interested in attending a pre-conference workshop, please inquire at the HELP DESK section of registration.

All half-day pre-conference workshops on Friday, March 22nd are open to all registrants. There is no additional fee for half-day pre-conference workshops beginning on Friday. Pre-registration is encouraged, but not required.

CONFERENCE WORKSHOPS
All Saturday and Sunday workshops are open to all registrants and are first-come, first-serve. Pre-registration is not required.

ESP OF THE YEAR AWARD DINNER
Please bring your badge to the dinner. Your meal choice is displayed on the badge and should be shown to wait staff once seated. Are you interested in bringing a guest? Please inquire at the HELP DESK section of registration.

SOCIAL MEDIA
Connect and share stories, photos and insights on social media using the conference hashtags #ESP2019 and #WeLoveOurESP. Visit the Social Media Booth to learn more.

RAFFLE
Generous organizations have donated gifts and prizes that will be raffled off at every general session. To learn about other opportunities to win BIG, visit the Raffle Table.
Workshops beginning on Thursday are for pre-conference registrants only. Thursday and Friday meals are for pre-conference registrants only.

WEDNESDAY, MARCH 20

1:00 p.m.–5:00 p.m.  Registration

THURSDAY, MARCH 21

6:30 a.m.–5:00 p.m.  Registration

7:00 a.m.–8:45 a.m.  Breakfast  Grand Ballroom Gold

9:00 a.m.–6:00 p.m.  DAY 1 OF 2 DAY PRE-CONFERENCE WORKSHOPS
(breaks: 10:30 a.m. & 3:30 p.m.)

LEADERSHIP: Becoming The 21st Century ESP  Skyview 1
Leader (Day 1 of 2)
Presenters: Ronnie Beard, Nicki Belnap, Kisha Davis-Caldwell, Ellen Olsen, Cory Wofford

STAFF: ESP State Staff Coordinators  Skyview 6
Meeting: BY INVITATION ONLY: (Day 1 of 2)

9:00 a.m.–6:00 p.m.
(breaks: 10:30 a.m. & 3:30 p.m.)

1 DAY PRE-CONFERENCE WORKSHOPS

BEHAVIOR: Addressing the Challenging Behaviors  Skyview 3
of Students: Practical Strategies for All ESP
Presenters: Mary Crooker, Lynn Goss, John Riley, Heather Schultz

ACES: Building Resilient Students - ACES  Skyview 5
(Adverse Childhood Experiences) Primer
Presenters: Kristine Argue-Mason, Tina Pizzitola

ORGANIZING: Organizing to Build Strong Education  Skyview 2
Support Professionals Locals
Presenters: Katie Bishop, Caritha Blair, Floyd Cox, Reiko Dabney, Linda Manny

RACIAL JUSTICE: Racing Up! Advancing Racial  Skyview 4
Justice in Education

12:30 p.m.–1:30 p.m.  Pre-Conference Lunch  Grand Ballroom Gold
**FRIDAY, MARCH 22**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>6:00 a.m.–6:00 p.m.</td>
<td>Registration</td>
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<tr>
<td>6:30 a.m.–7:45 a.m.</td>
<td>Pre-Conference Breakfast</td>
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<tr>
<td>8:00 a.m.–12:00 p.m. (break: 10:30 a.m.)</td>
<td><strong>DAY 2 OF 2 DAY PRE-CONFERENCE WORKSHOPS</strong></td>
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<td><strong>LEADERSHIP:</strong> Becoming The 21st Century ESP Leader (Day 2 of 2)</td>
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<td>Presenters: Ronnie Beard, Nicki Belnap, Kisha Davis-Caldwell, Ellen Olsen, Cory Wofford</td>
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<td><strong>STAFF:</strong> ESP State Staff Coordinators</td>
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<td><strong>Meeting-BY INVITATION ONLY:</strong> (Day 2 of 2)</td>
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<tr>
<td>8:00 a.m.–12:00 p.m. (break: 10:30 a.m.)</td>
<td><strong>HALF-DAY PRE-CONFERENCE WORKSHOPS</strong></td>
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<td><strong>CONDENSED versions of Thursday workshops; Complimentary and open to all registrants.</strong></td>
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<td><strong>BEHAVIOR:</strong> Addressing the Challenging Behaviors of Students: Practical Strategies for All ESP</td>
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<tr>
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<td><strong>RACIAL JUSTICE:</strong> Racing Up! Advancing Racial Justice in Education</td>
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<tr>
<td>12:00 p.m.–1:00 p.m.</td>
<td>Lunch Break/Lunch on Your Own - No Meal Served</td>
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</table>
FRIDAY, MARCH 22

6:00 a.m.–6:00 p.m.  Registration ................................................................. Registration
1:00 p.m.–2:00 p.m.  First-Timers' Session hosted by NCESP .................... Grand Ballroom Silver
2:00 p.m.–4:00 p.m.  NCESP General Membership Meeting .................... Grand Ballroom Silver
4:30 p.m.–6:00 p.m.  Conference Opening Session ................................. Grand Ballroom Platinum

Welcome
Shelly Moore Krajacic, NEA Executive Committee Member and ESP Conference Planning Committee Chairperson

Welcome from the National Council of Education Support Professionals (NCESP)
Debby Chandler, President, NCESP

Greetings from ESP Quality Department
Amber Parker, Director, NEA Education Support Professional Quality

Greetings from the Nevada State Education Association (NSEA)
Ruben Murillo, Jr., President, NSEA

Keynote Speaker
Becky Pringle, Vice President, National Education Association

Raffle & Wrap Up
NEA Executive Committee

SATURDAY, MARCH 23

6:30 a.m.–6:30 p.m.  Registration ................................................................. Registration
6:30 a.m.–7:45 a.m.  Breakfast ................................................................. Grand Ballroom Gold/Platinum
8:00 a.m.–10:00 a.m. Workshop Session I ............................................ Various
10:15 a.m.–12:15 p.m. Workshop Session II ........................................... Various
12:30 p.m.–2:15 p.m. Lunch/General Session .......................................... Grand Ballroom Gold/Platinum

Welcome
NEA Executive Committee

Keynote Speaker
Jim Sporleder, Trauma-Informed Leader, Educator and Speaker

ESP Career Family Networking
NEA Executive Committee

Raffle & Wrap Up
NEA Executive Committee
2:30 p.m.–4:30 p.m. Workshop Session III ........................................................................................................... Various
4:45 p.m.–5:45 p.m. Budget Engagement ........................................................................................................ Las Vegas Ballroom 1

4:45 p.m.–5:45 p.m. Budget Engagement
Princess Moss, Secretary-Treasurer, National Education Association

7:00 p.m.–9:00 p.m. ESP of the Year Award Dinner .................................................... Grand Ballroom Gold/Platinum

Welcome
Shelly Moore Krajacic, NEA Executive Committee Member and ESP Conference Planning Committee Chairperson

Welcome and Congratulations
Carol Strickland, National Teachers Hall of Fame

Welcome from the 2018 NEA ESP of the Year
Sherry Shaw, Alaska

Keynote Speaker and Award Presentation
Lily Eskelsen García, President, National Education Association

9:05 p.m.–12:00 a.m. Dance & Social ............................................................................................. Grand Ballroom Silver

SUNDAY, MARCH 24

7:00 a.m.–9:00 a.m. Registration ........................................................................................ Registration
7:30 a.m.–8:45 a.m. Breakfast .......................................................................................................... Grand Ballroom Gold/Platinum
9:00 a.m.–11:00 a.m. Workshop Session IV ................................................................................ Various
11:15 a.m.–12:00 p.m. Closing Session ......................................................................................... Grand Ballroom Gold/Platinum

Welcome
Shelly Moore Krajacic, NEA Executive Committee Member and ESP Conference Planning Committee Chairperson

Keynote Speaker
Princess Moss, Secretary-Treasurer, National Education Association

NEA Fund
ESP PAC Chairperson

Raffle and Wrap up
NEA Executive Committee
NCESP WELCOMES YOU TO THE 2019 ESP CONFERENCE

Please take a moment to visit the NCESP council booth. We will be there to hand out information, answer any questions and tell you how to join NCESP!

We look forward to meeting you!
The ESP Professional Growth Continuum (PGC) serves as a “map” for ESP to grow professionally in eight universal standards

1. **Communication** Standard: ability to effectively listen and communicate (written and verbal) with a diverse audience including students, parents/guardians, staff, visitors and community

2. **Cultural Competence** Standard: ability to examine one’s own cultural context, understand cultural contexts of others and interact across cultural contexts with sensitivity to differences (e.g., economic, race, gender and disability)

3. **Organization** Standard: ability to prioritize, plan and execute tasks efficiently and effectively

4. **Reporting** Standard: ability to understand the responsibilities of a mandated reporter and what, when, how, and to whom reports should be filed

5. **Ethics** Standard: ability to maintain a high level of ethical behavior, confidentiality and privacy of any information regarding students, staff and all job-related matters

6. **Health & Safety** Standard: ability to protect the health and safety of oneself and others by knowing and executing health, safety and emergency protocols/procedures with fidelity

7. **Technology** Standard: ability to use electronic devices to problem solve and complete work-related duties

8. **Professionalism** Standard: ability to present and conduct oneself in a professional manner in all job settings

Learn more at nea.org/esppgc
Leadership Competencies

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

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

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.

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.

STRATEGY AND FISCAL HEALTH
Builds the brand and accomplishes the goals of the Association through effective financial management and understanding of fiduciary responsibilities.
Do you want to make the most of the professional learning opportunities offered at the NEA ESP National Conference?

Do you have professional growth and leadership goals?

Work toward your goals by using the ESP Professional Growth Continuum and the NEA Leadership Competency Framework.

**ESP Professional Growth Continuum**
The ESP Professional Growth Continuum (PGC) serves as a “map” for ESP to grow professionally in eight universal standards – Communication, Cultural Competence, Organization, Reporting, Ethics, Health and Safety, Technology and Professionalism. The NEA ESP National Conference will offer pre-conference and conference workshops that provide participants an opportunity to progress on the PGC. If you have already embarked on a professional growth plan using the ESP PGC or plan to in the future, you can easily identify the workshops that align to one or more of the universal standards. These workshops are labeled with the PGC universal standard(s) it aligns with.

Learn more at nea.org/esppgc

**NEA Leadership Competency Framework**
NEA has defined what it means to be an “NEA leader” through the development of six leadership competency domains – Advocacy, Communication, Governance and Leadership, Leading our Professions, Organizing and Strategy and Fiscal Health. These competencies are designed to prepare NEA members to lead relevant and thriving education associations and become world-class education leaders. The NEA ESP National Conference supports your leadership development journey by offering pre-conference and conference workshops that deliver professional learning aligned to the leadership competency framework. Check each workshop for their corresponding leadership competency domain and progression level.

Learn more at nea.org/leadershipsummit
1. Adult Workplace Bullying
   
   Session II
   Presenter(s): Seleste Harris-Odewole
   
   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. 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.
   
   Leadership Competency: Leading Our Professions / Level 2
   PGC Universal Standard: Professionalism
   Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
   
2. Advanced Social Media for the Less Technology-Timid!
   
   Session II
   Presenter(s): James Henderson
   
   This workshop is for those who want to learn more advanced social media techniques and strategies for using social media apps. Additionally, we will cover the basics of topics like creating, analyzing, and reading surveys and using the data to further your union goals! Participants should have basic knowledge of Facebook, Twitter, LinkedIn, Google and YouTube.
   
   Leadership Competency: Communication / Level 2
   PGC Universal Standard: Technology
   Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
   
3. Arm Yourself with Accommodations
   
   Session I & II
   Presenter(s): Donelle Pistorino, Chasity Reynolds
   
   There is more to accommodations than telling students to “just do the even or the odd problems.” Oftentimes paraeducators are given student work with limited time to shape the material to meet student needs. This interactive workshop will give participants ideas, suggestions and tips to help students with special needs learn and succeed in the classroom.
   
   Leadership Competency: Leading Our Professions / Level 1
   PGC Universal Standard: Professionalism
   Relevant for educators: Pre-K through High School
   
4. Building Bridges Not Walls
   
   Session I
   Presenter(s): Sue Brandt
   
   In this workshop, participants will learn ways to strengthen educational team relationships to help ESP be more effective in their careers, lead in their profession and create a more positive environment for all to thrive. They will develop a toolkit of strategies on professional issues and teamwork through group discussion and an opportunity to connect with others beyond the room.
   
   Leadership Competency: Leading Our Professions / Level 1
   PGC Universal Standard: Communication
   Relevant for educators: Higher Education
5. Building Connections with Google Apps

Session IV
Presenter(s): Jessica Powell-Allbright

In this hands-on workshop, participants will learn how to connect with partners, members and leaders anywhere in the world and collaborate on shared projects with Google apps (Google Drive, Docs, Slides, etc). They will learn how to create, edit and share Google docs, interact with collaborators, and work fluidly among Microsoft, Adobe and Google applications. Be ready to develop online resources to take home and start using with members tomorrow!

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Technology
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Bronze 4

7. Crafting the NEA Mission, Vision and Core Values

Session IV
Presenter(s): Shelly Moore Krajacic

At the 2018 NEA Representative Assembly, a New Business Item passed directing the NEA President to re-examine the NEA Mission, Vision and Core Values. Does the current NEA Mission speak to you? Do you see yourself represented in NEA’s Core Values? Does the NEA Vision reflect what you think is the most important? This is your opportunity to provide your thoughts and feedback to the development of the NEA Mission, Vision and Core Values of the future.

Leadership Competency: Governance and Leadership/Level 1
PGC Universal Standard: Not Applicable
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Skyview 2

6. Cracking the Case Mystery Workshop-STEM

Session I & III
Presenter(s): Janie Sweat, Valli Sales

In this fun, interactive and hands-on workshop, paraeducators will learn innovative activities that can be used for STEM (Science, Technology, Engineering and Math) education. Participants will learn valuable tools that can be used to educate students through “play” and force them to “think outside of the box.” This workshop will also encourage team building, where groups work together to solve riddles and crack the case. The activities and strategies covered in this workshop can be adapted for all grade levels.

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education
Session I: Las Vegas 3
Session III: Skyview 4

8. Developing Cultural Identity, Exploring Our Core Values and Beliefs

Session I & III
Presenter(s): Lisa Jennings, Kevin Teeley

Our values, beliefs and self-concepts affect the way we think, behave and make assumptions about people who are different from ourselves. In this workshop, participants will take part in interactive exercises that reveal the nature of the socialization process. They will explore how assumptions, prejudices and biases are formed and learn how the absence of information can contribute to the formation of assumptions.

Leadership Competency: Advocacy/Level 2
PGC Universal Standard: Cultural Competence
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Jubilee 2
9. Drug and Alcohol Awareness in Our Schools
Session II & IV
Presenter(s): Carol Peek, Mark Mayer

The changing landscape requires that all educators be informed of current and emerging trends in student drug use. Come to this workshop and learn about the drug and alcohol trends that students face today. At the end of the workshop, you will know the top three common substances being used by students, as well as their street names. You will be able to recognize the signs and symptoms of a student under the influence, how substances are consumed and hidden, and the drug paraphernalia used to take the drugs.

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Reporting, Health and Safety, Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Session II: Las Vegas 7
Session IV: Bronze 2

10. Educator Voice 101
Session III
Presenter(s): Bianca Singh

In this workshop, participants will have the opportunity to see what educator voice looks like in schools across the country and discuss barriers to raising our voices as well as opportunities to amplify our voices. The conversation will conclude with a group role play where participants will practice raising their voices on an assigned issue. The workshop will end with an example of how a group of ESP raised their voices to advocate for better learning conditions for their students.

Leadership Competency: Advocacy/Level 1
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Skyview 5

11. Electing Your Employer
Session II & IV
Presenter(s): Robbie Jones, Maureen Cahoon

As public employees, every decision that impacts our work and the students we serve is made by elected officials. Elected officials make education decisions on behalf of their communities, and ESP have the power to influence and impact those decisions. This session will help participants learn how to build positive relationships with their local school board, learn the importance of their involvement in elections and build an action plan for their local to implement back home.

Leadership Competency: Communication/Level 2, Leading Our Professions/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Session II: Las Vegas 2
Session IV: Bronze 1

12. Engaging ESP After Janus
Session II
Presenter(s): Sarah Markey, Kristin Chase

In this workshop, participants will explore best practices for membership engagement and building a leadership pipeline for their local by viewing case studies from across the country and drawing from the experience of participants. Topics covered include member engagement and leadership development in grievances and contract negotiations with the community throughout the year. We will review some of the tried and true internal organizing practices and explore new and innovative ideas for member engagement, including the effective use of social media.

Leadership Competency: Organizing/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Bronze 3
13. **ENGAGING ESP FOR CONTRACT NEGOTIATIONS AND BEYOND**

Session II & III  
Presenter(s): Saul Ramos  

In this workshop, participants will learn about different techniques they can implement to engage ESP in advance of contract negotiations, and how to keep the momentum going after the contract is ratified. They will learn how to create a Contract Action Team (CAT) through resources and examples of how one local achieved the most successful contract and ESP engagement to date.  

**Leadership Competency:** Leading Our Professions/Level 2  
**PGC Universal Standard:** Professionalism  
**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide  

**Las Vegas 5**

14. **ESP RUNNING FOR LOCAL ELECTIONS**

Session III  
Presenter(s): Sequanna Taylor  

ESP are the foundation of schools and often live in the communities they work in. It’s clear that educators play an important role in schools and communities and their leadership in local governments would bring about innovative changes to protect, advocate and fully fund public education. The 2018 Midterm election results showed that more and more educators are running and winning in local office. Are you ready to join the movement? Come to this workshop to learn how to run for local office, take action to support public education and build relationships with your local government and school board.  

**Leadership Competency:** Leading Our Professions/Level 2  
**PGC Universal Standard:** Not Applicable  
**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide  

**Skyview 3**

15. **GETTING BY: HOW SCARCITY SHAPES STUDENTS’ BRAINS**

Session I & II  
Presenter(s): Linda Riddell  

In this workshop, participants will play the “Getting By” game to experience how scarcity changes a person’s brain. Players must make quick decisions in real-life situations as they see themselves affected by a lower fluid intelligence and impaired executive function. After playing, participants will discuss their experience and learn how poverty affects student success, including the social and biological pathways by which poverty shapes a child’s learning and life. Participants will go through classroom case scenarios and develop their own unique approach to apply what they have learned.  

**Leadership Competency:** Leading Our Professions/Level 1  
**PGC Universal Standard:** Cultural Competence  
**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide  

**Bronze 2**

16. **GROWING HEALTHY SCHOOLS AND ESP LEADERS WITH FARM TO SCHOOL**

Session III  
Presenter(s): Lacy Stephens  

Farm to school, including the core elements of local procurement, gardening, and food and agriculture education, enriches the connection communities have with fresh, healthy food and local food producers. It empowers children and their families to make informed food choices while strengthening the local economy and contributing to vibrant communities. ESP can be vital leaders in starting, implementing and growing farm to school initiatives in schools and school districts. Join this interactive session to learn about the benefits of farm to school, resources and tools to get started, and hear examples of how state NEA affiliates can promote and support ESP in leadership roles through farm to school programs.  

**Leadership Competency:** Leading Our Professions/Level 2  
**PGC Universal Standard:** Health and Safety, Professionalism  
**Relevant for educators:** Pre-K through High School  

**Palace 1**
17. HEALTH MATTERS: TRUTH AND CONSEQUENCES

Session II & III
Presenter(s): Carmen Hill, Jane Sykes

Students cannot learn unless they are healthy first. Come to this workshop and learn about current issues related to student health and wellness. Participants will learn how to recognize the signs and symptoms of juuling, how to identify and handle a student dealing with ACES, and what to do when there is a medical emergency. By the conclusion of this workshop, participants will also be able to demonstrate the proper technique for administering CPR.

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Health and Safety
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Palace 3

18. HOW COMMUNITY OUTREACH IS HELPING SAAAAC BUILD BRIDGES TO MEMBERS AND THE COMMUNITY

Session I & III
Presenter(s): Helen Wilkerson, Carmenlita Makell, Leah Ricciuti

In the aftermath of Janus v. AFSCME, the Association’s vision of a great public school for every student comes with a dual charge: build rich connections to the community—and members. So in spring 2018 when the Secretaries and Assistants Association of Anne Arundel County (SAAAAC) embarked on a renewed effort to strengthen relationships with the community, leaders turned to a new framework from NEA’s Community Advocacy and Partnership (CAPE) department that’s building bridges to two key constituencies: the community and members! Join SAAAAC and CAPE for this workshop on how to use community outreach to fight for the working, learning and living conditions students and members all deserve.

Leadership Competency: Organizing/Level 2
PGC Universal Standard: Not Applicable
Relevant for educators: Pre-K through High School

Session I: Las Vegas 4
Session III: Las Vegas 6

Skyview 3

19. HOW TO CREATE PROFESSIONAL LEARNING OPPORTUNITIES FOR EDUCATORS OF COLOR

Session IV
Presenter(s): Ambereen Khan-Baker, Rowena Shurn

Schools are constantly grappling with how to distribute responsibilities equally within the learning environment without adding more onto their plates. Educators of color often find themselves becoming the disciplinarians with limited experiences in demonstrating their abilities to implement quality instruction. Participants will learn how affiliates can create professional learning for educators of color. They will learn how to create a safe space for educators of color by designing coaching sessions around two parts: socio-emotional challenges educators of color face and instructional problems of practice. Through a variety of interactive activities, participants will leave with ideas and actions to advocate for professional learning, professional quality and social diversity in their schools.

Leadership Competency: Leading Our Professions/Level 2
PGC Universal Standard: Cultural Competence
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Skyview 3

20. HOW TO GET A GRANT: STRATEGIES FOR FINDING FUNDING BEYOND YOUR DISTRICT

Session I & II
Presenter(s): Jesse Graytock, Christopher Johnson

This interactive workshop will provide an overview of eligibility requirements and tips on how to write successful grant proposals for NEA Foundation grants, NEA CGPS grants, and grants from other foundations and organizations, featuring outstanding ESP projects that have been funded by the NEA Foundation and the NEA’s Center for Great Public Schools. The session will also share emerging ideas and trends to assist participants with other fundraising efforts.

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Skyview 5
21. I'LL BE YOUR VOICE

Session II & III
Presenter(s): Tilesha McFee
This interactive workshop is designed to empower educators to help students find their voice. Participants will receive strategies to help bridge the divide between non-communicative students and their peers and learn the skills needed to advocate for students on their journey to communication and expression. Expect to enter an environment fueled by the power of love, acceptance and compassion that will drive young learners to success.

Leadership Competency: Advocacy/Level 1, Communication/Level 1, Leading Our Professions/Level 1
PGC Universal Standard: Communication, Professionalism
Relevant to educators: Pre-K through High School
Las Vegas 3

22. IT'S A SOLID(ARITY) BET: MENTORING EARLY CAREER MEMBERS

Session II & III
Presenter(s): Jaime Valente, Melanie Lemme
Effective mentoring programs are essential in supporting early career members and maintaining strong unions. However, without a strategy, mentoring programs tend to be informal, inconsistent and unattractive to new and early career members. During this session, participants will learn techniques to effectively build a support network, connect with early career members and implement an engaging mentorship program that benefits members as well as the union.

Leadership Competency: Leading Our Professions/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Bronze 3

23. MEMBER ENGAGEMENT, POLITICAL AND CAMPAIGN ACTIVISM ADVANCING PUBLIC EDUCATION!

Session I & III
Presenter(s): Linda Cabral, Roxann Fonoimoana
In this workshop, participants will learn how to develop a culture of activism through successful mobilizing, organizing and advocacy campaigns that will advance pro-public education legislation and policy. They will learn how these campaigns are essential in supporting and increasing state affiliate capacity while ensuring opportunity for all students. Participants will engage in whole and small group discussions and collectively create action plans around their campaign priorities.

Leadership Competency: Advocacy/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Las Vegas 3

24. NEA'S BULLY FREE: IT STARTS WITH ME

Session II & III
Presenter(s): Fran Bellinger, Debbie Schoonover
This interactive workshop engages members in bullying prevention by providing participants with skills and resources on how to recognize and intervene in student-to-student bullying, cyberbullying, sexual harassments and sexting situations. Participants will leave this high-energy session with new ideas, skills and a plan of action.

Leadership Competency: Advocacy/Level 2
PGC Universal Standard: Cultural Competence, Health and Safety
Relevant for educators: Pre-K through High School
Session II: Jubilee 3
Session III: Skyview 3
25. ORGANIZING TO WIN: USING DATA TO RECRUIT POTENTIAL MEMBERS, DEVELOP WORKSITE LEADERS AND STRENGTHEN OUR PROFESSION!

Session I & III
Presenter(s): Antonio Castanon Luna

In ensuring the growth and strength of our Association, we must consistently recruit, engage and activate the education support professionals who come into our schools on a year-round basis. To achieve this vision, we must equip our worksite leaders with the tools necessary to have meaningful one-on-one conversations, use data to efficiently target their organizing efforts, and empower new leaders to be activated into the work of the Association. This highly interactive workshop will use the framework of the Center for Organizing’s New Educator Campaign and NEA’s Early Enrollment Period to provide participants with the necessary skills and empower them to share their learnings in their worksites and local associations.

Leadership Competency: Organizing/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Jubilee 3

26. OUR ASSOCIATION IN ACTION: CREATING CHANGE THROUGH SOCIAL JUSTICE

Session I & IV
Presenter(s): Jackie Wooten

This workshop introduces the concept of social justice and highlights the connection among social justice, education issues and policies. Participants will explore the levels and types of social oppression and how those play out in their work settings. The workshop ends with an introduction to the four social justice principles and an action planning activity.

Leadership Competency: Advocacy/Level 1
PGC Universal Standard: Cultural Competence
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Session I: Las Vegas 5
Session IV: Skyview 6

27. PERSONAL FINANCE WITH NEA MEMBER BENEFITS

Session I
Presenter(s): Aaron Warner, David Glenn

Do you have a firm understanding of your family's financial health? Learn how to manage your personal finances and save for the future! In this workshop, participants will learn strategies on creating a budget, savings, investing, the power of compound interest, taxes and investments, buying a car, purchasing insurance and more.

Leadership Competency: Strategy and Fiscal Health/Level 1
PGC Universal Standard: Organization
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Palace 3

28. PRIVATIZATION IS NOT A FIGHT, IT’S A WAR

Session II & III
Presenter(s): Michael Rollins, John Staab

This interactive workshop will focus on proactively combating privatization. Participants will learn proven strategies and tactics to not only beat privatization, but also how send a message to those who consider it. They will understand contract language that supports anti-privatization, recognize privatization warning signs, and develop strategies to combat privatization using internal and external organizing techniques.

Leadership Competency: Organizing/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Session II: Las Vegas 1
Session III: Skyview 2
29. PUTTING THE "CO" IN COLLABORATIVE: ENHANCING PARAEDUCATOR-TEACHER TEAMS TO EFFECTIVELY SUPPORT THE NEEDS OF ALL STUDENTS

Session I & III
Presenter(s): Martha Santa Maria, Wendy Brouillard

This interactive workshop will investigate the whys and hows of collaborative paraeducator-teacher teams to best meet the needs of all students. Participants will explore a variety of topics that include collective action, respectful and responsive communication, and tried-and-true organizational tools and tips to empower and support each other to form and sustain a truly effective team. Join Wendy and Martha, a Vermont paraeducator-teacher team with over 15 years of experience, to examine specific strategies for working together to build a winning partnership.

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through High School

Las Vegas 7

30. RESILIENCE: UNDERSTANDING THE SCIENCE BEHIND HELPING OUR MOST VULNERABLE STUDENTS

Session I & III
Presenter(s): Kristin Argue-Mason, Tina Pizzitola

In this workshop, participants will view the documentary, “Resilience” and explore the science of ACEs (Adverse Childhood Experiences) and the birth of a new movement to treat and prevent toxic stress in students. Through self-reflection and group discussion, ESP will learn how to define toxic stress and identify its effects in the lives of our students, reflect on the impact of ACEs in their respective work sites, and plan next steps to improve the learning environments of their students.

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Cultural Competence, Health and Safety
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Skyview 6

31. SOCIAL MEDIA AND SMART PHONE 101 FOR THE TECHNOLOGICALLY FEARED AND CHALLENGED!

Session I
Presenter(s): James Henderson

Do terms like Facebook, Twitter, LinkedIn, Google and YouTube intimidate you? Are you afraid to have a Facebook account? Do you often wonder, "How smart is my smartphone?" 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 most common social media services, platforms, sites and terms as well as the key features and capabilities of today's smartphones—all in a non-threatening environment. Participants are required to have a smartphone, a lot of patience and a good sense of humor!

Leadership Competency: Communication/Level 2
PGC Universal Standard: Technology
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Bronze 4

32. SUPERCHARGE YOUR ROLE: NAVIGATING THE EVER-CHANGING RESPONSIBILITIES OF THE SCHOOL SECRETARY

Session II & III
Presenter(s): Cheryl Williams

From students and teachers to visitors, parents and community members, clerical service ESP are constantly listening and communicating with everyone. This interactive and engaging workshop will empower school clerical professionals to gain a deeper understanding of the vital role they play in school safety, tracking data and taking the internal temperature of the school climate. Come brainstorm, share and learn from other professionals the best practices, procedures and ways to improve.

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Skyview 1
33. Team: Together Everyone Achieves More
Session II & IV
Presenters: Tameka Mays, Holly Sage, Elizabeth Fleetwood
In this workshop, participants will learn how to build positive relationships with administration and district personnel that will strengthen their local association. Through tools and strategies, they will learn how to overcome obstacles to form stronger relationships with school leaders and build trust with their districts to improve working conditions and student success in their schools.
Leadership Competency: Leading Our Professions/Level 2
PGC Universal Standard: Communication, Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Session II: Jubilee 2
Session IV: Skyview 5

34. The Brain Architecture Game
Session I & IV
Presenter(s): Mike Hoffmann
Creating a trauma-sensitive school can reverse the effects of trauma in children and improve educational outcomes for all students. This workshop provides an overview of trauma and its effects on the brain, offering tips and tools to support resilience in children impacted by trauma. Through Kagan Strategies and interactive problem solving, participants will understand the effects of trauma on students and learn how to help reduce behaviors in students that have been affected by trauma.
Leadership Competency: Leading Our Professions/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through High School, Central Office/Districtwide
Session I: Bronze 1
Session IV: Palace 1

35. The “P” in ESP Stands for Power
Session II & IV
Presenter(s): Breanne Armbrust, Gwendolyn Edwards
Just like you can’t spell respect without ESP, you can’t build power within your local association without ESP. In this workshop, participants will learn how to mobilize members and potential members around issues that impact the working conditions of ESP within their school systems and beyond. The session will also focus on ways to increase capacity as participants think about mobilization plans in line with the protest chant, “The people united, can never be defeated!”
Leadership Competency: Organizing/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Session II: Palace 1
Session IV: Bronze 3

36. The Pest Defense for Healthy Schools: Champion School Health by Controlling School Pests
Session III
Presenter(s): Thomas Green
Pests such as bed bugs, lice and cockroaches are a growing problem in schools. Food service, custodial and maintenance ESP are on the front lines when creating safe, clean and healthy environments for students and staff. This “very informative” and “excellent, to-the-point presentation” uses live insects and visuals to teach participants strategies for combating school pests that threaten health and performance. Come learn simple pest management that is smart, easy and environmentally friendly!
Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Health and Safety
Relevant for educators: Pre-K through High School
Palace 2
37. THE “S” WORD: THE ROLE OF SCHOOLS IN PREVENTING SUICIDE
Session I & II
Presenter(s): Brandy Brooks
School staff are uniquely positioned to recognize the signs of suicide and self-injury and make the appropriate referrals for help. In order to recognize the warning signs, all school staff need training to acquire the necessary skills, vocabulary and techniques to support young people at risk. 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.

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Health and Safety
Relevant for educators: Elementary through Higher Education, Central Office/Districtwide
Bronze 2

38. THE USE OF SELF IN ORGANIZING
Session I & II
Presenter(s): Linda Manny, Floyd Cox
The idea of “self” as an instrument of change is at the core of our work as organizers. It is essential to building and maintaining our public relationships. Developing self-awareness is a life-long process that requires learning about who we are and how our life experiences affect self-perception and impact our interactions with others. Exploring the values we hold enables us to authentically connect with others through our story and interactions and can strengthen the relationships we build with our colleagues. In this workshop, participants will engage in activities to build self-awareness and develop self-reflection to more effectively impact their organizing work.

Leadership Competency: Organizing/Level 1
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Skyview 4

39. THE WHO, WHAT AND WHY OF CLERICAL ESP
Session I & IV
Presenter(s): Audrey Nichols, Felecia Hampshire
Clerical workers play a large role in the lives of students by setting learning examples that are lifelong lessons for students. This workshop will use the ESP Professional Growth Continuum (PGC) to key in on participants’ strengths and weaknesses as it relates to their skillsets, whether foundational, proficient or advanced/mastery. The PGC offers indicators that will provide important details about what ESP should know and be able to do at each level of their careers. Through videos and round table discussions, participants will learn how the PGC is a tool to help identify areas for professional growth. There will be a discussion on how these self-assessment tools can track your movement across the levels of skills.

Leadership Competency: Advocacy/Level 1, Leading Our Professions/Level 1
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Skyview 1

40. TOOLS FOR SUCCESS: MANAGING VICARIOUS TRAUMA WORKING IN TODAY’S EDUCATION SETTINGS
Session I & III
Presenter(s): Amy Hagins
In this workshop, participants will learn concrete tips on how to manage their stress level when working with children (and adults) who have significant ACEs (Adverse Childhood Experiences). Through interactive exercises, participants will learn ways to maintain their mental health, sense of humor and avoid burnout. Topics include self-care, mental health diagnosis and resources, and tools to overcome a stressful setting.

Leadership Competency: Organizing/Level 1
PGC Universal Standard: Health and Safety
Relevant for educators: Pre-K through Higher Education
Las Vegas 2
41. Trauma-Informed 2.0: How to Improve Self-Regulation and Connection in the Classroom

Session II & III
Presenter(s): Emily Daniels

When people learn about the impact of ACEs (Adverse Childhood Experiences) and trauma on children, they often hear that relationships with caring adults mitigate the impact of trauma. While there’s truth to this idea, educators know it isn’t that simple. In this workshop, participants will take a deeper dive into understanding human behavior and connection through the lens of The Polyvagal Theory. They will apply the theory and learn how to identify the intervening variable in human behavior (physiological state), identify the role of the autonomic nervous system in human behavior, and apply strategies that regulate the physiological state in adults and in students.

Leadership Competency: Leading Our Professions/Level 1
PGC Universal Standard: Health and Safety
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Bronze 1

42. Tricks, Tips and Modifications

Session IV
Presenter(s): Holly Fitzgerald, Tina Pizzitola

This hands-on workshop will show participants how to use free or dollar store items to create materials to 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 areas. We will highlight where to find ideas and how to adapt materials for a variety of learners. This workshop will re-energize participants to “think outside the box” with simple and fun ways to engage students and modify academic work to better meet student goals. By the end of the workshop, participants will be able to create materials to engage even the least motivated students, adapt materials for multilevel student needs, and implement their new skills and tools back home to assist others in their learning.

Leadership Competency: Communication/Level 1
PGC Universal Standard: Technology
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Bronze 4

43. Understanding Students with Autism Spectrum Disorder (ASD)

Session I & II
Presenter(s): Mickey Brady, Donna Nielsen

In this highly interactive workshop, participants will gain insight into the daily challenges faced by students with Autism Spectrum Disorder and learn how to develop and implement proactive strategies to ensure every student’s success in the educational environment. Through experimental activities and games, they will develop a deeper understanding of the challenges faced by autistic students and how to assist students in overcoming these challenges.

Leadership Competency: Leading Our Professions/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Skyview 2

44. Up Your Productivity Using the New Features of Gmail, Google Calendar and Google Keep

Session III
Presenter(s): Sabina Ellis

Are you looking for ways to make your life easier through the power of Google? This workshop will introduce three Google tools that support improved organization and productivity. Participants will learn about the new features and tips of Gmail to make their emails more manageable. Additionally, they will learn how to customize Google calendars and learn how to keep track of notes and ideas with Google Keep.

Leadership Competency: Communication/Level 1
PGC Universal Standard: Technology
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Bronze 4
45. WHAT ESP SHOULD KNOW ABOUT HOMELESS AND HIGHLY MOBILE YOUTH, STUDENT MENTAL HEALTH AND SPECIAL EDUCATION

Session I & III
Presenter(s): Steven Winge

Understanding our students is key to forming relationships and supporting learning. This workshop will provide an overview of some of the biggest challenges facing students today. Participants will walk away with an understanding of the issues facing homeless/highly mobile youth, mental health and special education. They will learn how these issues impact student learning and what resources educators can use to support students such as trauma-informed and restorative practice concepts, and behavior de-escalation techniques. The session will end with how to prepare an effective organizing plan to address student, building and community issues related to the union.

Leadership Competency: Advocacy/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through High School
Las Vegas 1

46. WHO ARE OUR ESP, AND WHAT ARE THEIR PROFESSIONAL SUPPORT NEEDS?

Session IV
Presenter(s): Melissa Hershcopf, Stacey Pelika

NEA recently completed its five-year survey of ESP members in addition to a statistical analysis of ESP as a whole, which includes non-members. Along with results from a 2016-17 ESP survey focused on professional support needs, there is now a wealth of data on ESP. In this session, we will review key results from these research projects, with a focus on early career ESP, and discuss how affiliates can use the data to help organize, engage and support ESP members.

Leadership Competency: Leading Our Professions/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
Palace 2

47. WORKING TO MAKE SCHOOLS AND WORKSITES SAFE FOR LGBTQ+ STAFF AND STUDENTS

Session I & II
Presenter(s): Philip McCormick

In this interactive workshop, participants will explore foundational concepts through a discussion of various sexual orientations and gender identities, as well as the implications of privilege, oppression and intersectionality. Participants will examine various strategies and resources to make their schools and worksites safer and more inclusive of LGBTQ+ staff and students. This workshop will incorporate various modes of facilitation, including serial testimony, paired discussion, video review, individual reflection and whole-group action planning. Participants will use resources from GLSEN, the National Center for Transgender Equality, the National SEED Project, Teaching Tolerance, Trans Student Educational Resources and the White Privilege Conference.

Leadership Competency: Advocacy/Level 2
PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide
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</table>
## Session IV

### 9:00 a.m.–11:00 a.m.

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<th>Title</th>
<th>Audience</th>
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<td>Building Connections with Google Apps</td>
<td>PreK-Higher Ed, Central Office/Districtwide</td>
<td>Bronze 4</td>
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<td>Crafting the NEA Mission, Vision and Core Values</td>
<td>PreK-Higher Ed, Central Office/Districtwide</td>
<td>Skyview 2</td>
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<td>Drug and Alcohol Awareness in Our Schools</td>
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<td>Electing Your Employer</td>
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<td>How to Create Professional Learning Opportunities for Educators of Color</td>
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<td>The Brain Architecture Game</td>
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<td>The “P” in ESP Stands for Power</td>
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<td>The Who, What and Why of Clerical ESP</td>
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<td>Tricks, Tips and Modifications</td>
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<td>46</td>
<td>Who are Our ESP, and What are Their Professional Support Needs?</td>
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MY WORKSHOP CHOICES

Session I (Saturday, 8am – 10am):

Session II (Saturday, 10:15am-12:15pm):

Session III (Saturday, 2:30pm-4:30pm):

Session IV (Sunday, 9am-11am):
The NEA Representative Assembly approved the ESP of the Year Award in 1991. Learn more at nea.org/espoty
2019 ESP OF THE YEAR NOMINEES

ALABAMA - KENNETH CUKES
ALASKA - SUSANNE GOODWILL
ARIZONA - AUDREY CLUNNEELY
ARKANSAS - EMRY CHESTFIELD
CALIFORNIA - CAROL COURNEY
COLORADO - ANTHONY BABIUSA

DELAWARE - TAMIEKA MARIS
FLORIDA - BERNIE KEMP
IDAHO - KATHERINE WIESE
ILLINOIS - TINA PIZZOLLA
INDIANA - JACK MIZE
KENTUCKY - MATTHEW POWELL

MASSACHUSETTS - KATHY MELTSKOS
MARYLAND - JACQUELINE WAUL
NEW JERSEY - FLORENCE TALIERCIO
MINNESOTA - MELISSA TERPSTRA
NEW MEXICO - VIVIAN ROYBAL

MAINE - DOREEN ARMOUR
MARYLAND - IRENE WALLS
MASSACHUSETTS - KATHY MEISHEKOS
MINNESOTA - MELODY TUPSTER
NEW JERSEY - FLORENCE TALIERCO
OKLAHOMA - WILMA DUDLEY
OREGON - DIANA JARED

NEW YORK - MARGARET DALTON-CHAKITE
NORTH CAROLINA - DEBRA MCMILLY
NORTH DAKOTA - DENISE MCMILLY
OHIO - ANTHONY SPANO
OKLAHOMA - WILLIAM JOE SUMTER
PENNSYLVANIA - DENISE KENNEDY
RHODE ISLAND - JACOBA MILLER
SOUTH CAROLINA - THERESA HOWARD-SMITH
SOUTH DAKOTA - ROBIN BUSHE
TEXAS - CONSUELO RAMOS-KAIWI
UTAH - CANDELARIO PONCE
VIRGINIA - THERESA ROLLING ANDERSON
WASHINGTON - VALERIE RISHER
WISCONSIN - TAMMY ERIKSON
WYOMING - ROBERT MCCARTY

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