Amplifying Our Voice: Leading Boldly for Our Students, Our Professions, and Our Union

Using the ESP Professional Growth Continuum to Strengthen and Elevate ESP Careers

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NEA Leadership Competency: Leading Our Professions

• Level 1: Foundational and Level 2: Mobilizing and Power Building
  • Supports professional excellence and builds capacity for continual improvement and learning to ensure the success of all students
  • Recognizes and promotes the Association’s role in improving the learning of all students
NEA Strategic Goal and Organizational Priority

• NEA Strategic Goal
  • advancing opportunities that will identify, organize, and engage new and early career educators; amplify the voices of all educators, support our members’ professional growth, and promote social justice for our students, communities and our nation

• NEA Organizational Priority
  • Supporting Professional Excellence
Introductions

• What is your name?

• Where are you from?

• What is your role/position?

• What one word best describes the professional development your ESP receive?
Objectives

• Introduce NEA’s ESP Professional Growth Continuum (PGC) and complimentary supports

• Identify ways to advocate for ESP professional learning

• Create a space for networking and cross-pollination
Know Your **WHY**

https://www.youtube.com/watch?v=LZe5y2D60YU
“When you know your WHY, your WHAT has more impact because you’re walking in or towards your purpose.”

Michael Jr.
Know Your WHY

Why is continuous learning and improvement important for Education Support Professionals?
30% receive no professional development (PD)

40% say employer-provided PD is not relevant

70% value in-person, on-the-job training

Common areas of need: managing student behavior, working with students with special needs, using technology, and stress management
The WHAT:

ESP Professional Growth Continuum

www.nea.org/esppgc
Developed By ESP, for ESP!

- ESP Careers Committee
  - Develop standards
  - Identify strategies for awareness and implementation

- Participatory Action Research
  - Model and terminology
  - Standards, indicators, and descriptors
ESP Professional Growth Continuum
8 ESP Universal Standards

- Communication
- Cultural Competence
- Organization
- Reporting

- Ethics
- Health & Safety
- Technology
- Professionalism
Digging Deeper: How to Read the Standards

**Example:**

- Collect and share information in a professional and efficient manner.
  - understand and follow oral and written directions
  - share accurate information in a timely fashion

**Indicator:** What ESP need to know and do to meet the standard

**Descriptors:** Examples/evidence of how ESP might meet the standards
Digging Even Deeper

1. Divide into four groups.

2. Focus on one of the following standards: Communication; Cultural Competence; Health and Safety; and Reporting

3. Take 3-4 minutes to read through it.

4. DISCUSS: Why is this standard for ESP practice important? What related action or opportunity comes to mind?
The PGC as a Tool

- **Self:** Self-assessment, professional growth
- **Union:** Bargain for time, space, and money for ESP professional development
- **Profession:** Fight privatization
The PGC as a Tool for SELF
The PGC as a Tool for the Union

- Board committee dedicated to ESP careers
- Increasing awareness/promote the PGC
- Bargaining
- Develop and offer complimentary professional supports
- Host professional learning communities
The PGC as a Tool for the Union, cont.

MICRO-CREDENTIALS!

1. Read the micro-credential for your group’s standard.

2. DISCUSS: What related action or opportunity comes to mind?

www.nea.org/esppgpc
The PGC as a Tool for the Profession
The PGC as a Tool for the Profession

Protect against privatization!
Examples of PGC Use

- Nevada State Education Association
- East Orange Maintenance Association
- Lyon’s Township, IL
- Becoming a 21st Century ESP Leader
Session Outcomes

The content from this session can be used in the following ways in your current position/role:

• Analyze your professional practice using the ESP standards
• Create a plan for professional growth
• Recommend ways for your affiliate to use the PGC to support ESP members
Questions, Reflections, and Suggestions
When we professionalize our careers, our students benefit. The PGC acknowledges this and empowers us to reflect on our current practices and own our professional growth so that we better support our students, schools, and communities.”

Saul Ramos, Paraeducator and Braillist

Your feedback is important! Please complete the evaluation for this breakout session by using the NEA Summit Mobile App.

Helpful Resources:

- Leadership Development: [www.nea.org/leadershipdevelopment](http://www.nea.org/leadershipdevelopment)
- ESP Professional Growth Continuum: [www.nea.org/esppgc](http://www.nea.org/esppgc)