## 2020 NEA ESP Conference
### Workshop Descriptions

<table>
<thead>
<tr>
<th>SESSION</th>
<th>(2 hour workshop)</th>
<th>Time</th>
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<tbody>
<tr>
<td>I</td>
<td>8:00 am - 10:00 am</td>
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<tr>
<td>II</td>
<td>10:15 am - 12:15 pm</td>
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<tr>
<td>III</td>
<td>2:30 pm - 4:30 pm</td>
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<tr>
<td>IV</td>
<td>9:00 am - 11:00 am</td>
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### 1. Making Our Voices Heard: ESPs Impacting Public Education
**Presenter(s): Melissa Mayville**

In this session, participants will learn how they can leverage their role as an ESP to enact change in their schools. Through a deeper examination of the Every Student Succeeds Act, participants will focus on amplifying their educator voice and how federal law provides them with a unique opportunity to uplift their issues. This session will spotlight work going on around the country where ESP members are using their voice to create change for their schools and their students. Participants will leave with a greater understanding of the opportunities available to them to promote student success and examples for them to model back at home.

### 2. Merging for Power: ESP and Certificated Local Collaboration
**Presenter(s): Shannon Rasmussen, Tim Brittell**

Two Washington State local affiliates will discuss the values and gained strength that were experienced following a merger of their ESP and Certificated locals. Both mergers, Federal Way Education Association in 2008 and Northshore Education Association, harnessed strength, power and solidarity to positively impact both units. The presenters will share the processes, procedures, guiding documents and logistics that were used in the merger process, and will
discuss how the merger made both locals stronger. They will also discuss how the merger significantly advanced bargaining gains for both units.

3. **Hands-Only CPR and Other First Aid Skills**  
   **Session III, IV**  
   **Presenter(s):** Bernard Sanderson, Jan Sanderson

To help students and colleagues during times of emergency, there are important skills that every ESP should know, including basic compression-only CPR, the Heimlich maneuver and other first aid skills. This workshop will teach you what to do when you need to be the person to help until the EMT arrives. This workshop will not certify you, but it will give you the knowledge to help an injured person when they need it most.

4. **Network with Clerical Professionals: Tips and Tools of the Profession.**  
   **Session I, II**  
   **Presenter(s):** Audrey Nichols, Janie White

This workshop will be an interactive space for participants to network, give and receive tips and tools of the profession based on their level of expertise on the ESP Professional Growth Continuum. The session will model a panel discussion that will yield needed and helpful tips to make your work environment run smoothly.

5. **Working Together to Stomp out the Antecedent**  
   **Session II, IV**  
   **Presenter(s):** Robert Browning

When faced with challenging student behaviors, ESPs must have the skills, knowledge and training to manage and support them. Whether you are a bus driver, a custodian, clerical staff, electrician, paraeducator or any professional in a school setting, you are the eye and ears both inside and outside the classroom and play a critical role in every part of a student’s school day. This session will discuss triggers (antecedents) that lead to challenging behavior. We will use the five tenants of the whole student philosophy: Healthy, Safe, Supported, Engaged, Challenged, and share how each of these tenants can impact student behavior.
6. **Building Your Local From the Inside Out**  
**Session III**  
**Presenter(s):** Mark Mayer, Carol Peek

Local affiliates need a strong leadership, a fiscally sound treasury, collaboration, productive communication, and active member engagement. In this workshop, participants will learn how to build a strong, healthy local affiliate from the ground up through a discussion about effective strategies and how to repair dysfunctionalities.

7. **First Line of Defense: Building Power with Your Association Reps.**  
**Session II**  
**Presenter(s):** Tameka Mays

Strong Association representatives mean strong locals. In this workshop, learn to build power and influence through your representative structure. Representatives not only put out fires, but they are also the backbone of your local. When their support is strong, no task is too hard to tackle.

8. **Going Further Together: Collaborating with Affiliates to Support the Professional Growth of ESPs**  
**Session I**  
**Presenter(s):** Dana Walker

Across the country, NEA affiliates support ESPs through a variety of professional development offerings and grant-funded programs. However, affiliates are not always able to design learning opportunities specifically for ESPs or tailor professional learning to ESPs in deeper ways due to a lack of resources, manpower, or subject-matter expertise. With your needs in mind, NEA is creating a new professional learning database that will serve as a resource portal for affiliates and include training materials as well as programmatic and grants-related resources for ESPs. In this session, participants will learn about the database and use a case-study model to explore affiliate-created resources focusing on ESP leadership and educator voice.
9. **Intersectionality: Using an Intersectional Lens**  
   **Session I, II**  
   **Presenter(s): Wanda Newman**

Most ESPs are not invited to the table to develop school practices or policies despite being the first professional educator seen by most students each and every day. Because of how closely they interact with students, many ESPs pick-up on both marginalized and privileged differences and identities among students immediately. While ESPs may not create school practices or polices, they support and sustain school climates that are equitable and create a sense of belonging for all students so they can achieve socially, emotionally, and academically. Learn about NEA's new partnership with the Human Rights Campaign, Welcoming Schools, and how they're helping to create safe and welcoming schools for all students, families, and educators.

10. **Team Building for all Educators**  
    **Session I**  
    **Presenter(s): Robert Powell, Adrian Vargas**

This session is an action packed, thought provoking workshop that empowers ESPs with tools for team building and activities for problem solving. This session will use a holistic approach to NEA Leadership Competencies and The ESP Professional Growth Continuum with a specific emphasis on "Leading Our Profession," supplemented with "Communication" and "Advocacy." Participants will learn to engage others by highlighting strengths and overcoming weaknesses. They will also learn how to identify players on a team and communicate strategies to promote team success.

11. **Mentoring Your ESP Members**  
    **Session II, III**  
    **Presenter(s): Connie Joniec**

Are you interested in having a mentoring program to support your ESP Members? Learn how Schaumburg educators developed a program to support new employees, introducing them to their district, our union and helping them through their first year.
12. Creative Strategies for Organizing and Engaging Newer Educators  
   Session III  
   Presenter(s): Crystal Bush

In this session, participants will learn a variety of ways to creatively engage newer educators. Through hands-on activities, participants will be given a variety of tools to turn passive members into actively engaged members. Topics covered include organizing focus group meetings, creating a sparks program, cross-regional networking opportunities and the creation of a state-based Emerging Leaders Academy. The spectrum of soft to hard engagement strategies will also be covered. Participants will leave with a variety of engagement strategies that can be used at the local, region and state levels.

13. How to Talk About the Hard Stuff: Race, Gender and Union Solidarity  
   Session I  
   Presenter(s): Sherri Jones

The world is changing rapidly. Are we ready? Can we tackle a system of patterns and conditions that distribute opportunity based on one's geography, group membership or gender? Learn how to navigate the difficult conversations that support racial and social justice for our students, our members and our communities. Participants will explore, dominant culture norms, identity as a construct, triggers and strategies, and will leave this session with a renewed commitment to union leadership and a deeper understanding of equity.

14. Understanding Autism Spectrum Disorder  
   Session III, IV  
   Presenter(s): Mickey Brady, Donna Neilsen

In this highly interactive and enlightening workshop, participants will gain real insight into the challenges faced by students on the autism spectrum and learn to develop and implement proactive strategies to ensure every student's success in the educational environment.

15. Creating a Balance to Enhance Learning  
   Session I, III  
   Presenter(s): Michelle Jones, Janet Allen

Participants will move beyond an understanding of why students react in a certain way and discover the “how” when it comes to helping students build resilience. They will better
understand the "window of tolerance" and will be exposed to multiple strategies educators can easily incorporate into their day-to-day work with students to build resilience, empathy and connectivity.

16. Student Behavior: De-escalation Strategies and Student Rights
   Session III, IV  
   Presenter(s): Rhodie Sims, Suzanne Harris

In this session, participants will learn how some responses to student behavior encourage the behavior to continue, how to adjust adult responses to student outbursts, how to give students responsibilities that can improve behavior, student privacy rights, and other basic strategies to de-escalate student behavior. Participants will use PGC universal standards to create strategies and make a plan for additional growth using a reflection sheet.

17. Using Your Voice – Leading in the 2020 Election
   Session I  
   Presenter(s): Michael Cassesso, Lauren Mayeaux

In this session, the NEA Campaigns and Elections Team will guide participants on how to engage fellow members in the 2020 election cycle using a new suite of digital resources. There will be an opportunity to learn and practice talking points about the importance of the election and learn strategies and tactics that could be employed in locals to encourage others to be active this election cycle.

18. Increasing Membership and Involvement in an Anti-Union Culture
   Session I, II  
   Presenter(s): Seleste Harris, Jeannette Young

The role of the union has changed over time and in order to remain relevant, it’s important for locals to change with the times. The Education Support Professionals of Baltimore County (ESPBC) has faced this change head on. In this workshop, participants will learn the strategies ESPBC has used to gain the highest membership numbers and member involvement in the association’s history.

19. Restorative Practice as Liberatory Practice: Developing Self- & Social-Awareness as a Circle Keeper
   Session IV  
   Presenter(s): Barbara Sherrod, Bilphena Yahwon

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Using anti-oppressive frameworks along with restorative theory, participants will acquire tools to deepen their practice as a restorative practitioner through methods of self-inquiry and circle work.

20. Creating Action and Strategic Movement Through the “Story of Self”
   Session III
   Presenter(s): Danielle Jones

Storytelling has been used as a powerful tool to ignite change around the world, allowing individuals to share facts, while creating a narrative that speaks to a central purpose. In this workshop, participants will learn how to use the “story of self” to organize around issues that foster change. This concept has allowed our local organization to push through communication barriers and organize around issues that affect the organization’s body. The “story of self” is also a catalyst that brings community shareholders together for the common good.

21. Advanced Social Media for the Less Technology-Timid
   Session II
   Presenter(s): James Henderson III

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.

22. Adult Workplace Bullying
   Session IV
   Presenter(s): Seleste Harris

Have you ever felt that you were in the midst of adult-on-adult bullying? While many discussions are centered on the important issue of student bullying in schools, very few are focused on the inappropriate behaviors adults may experience from other adults in the workplace. In this workshop, participants will be able to identify adult bullying tactics and be empowered with strategies to address inappropriate behaviors and evoke systematic change.
23. Organizing ESPs for Power and Respect: The Massachusetts Higher Ed Classified Staff Union Project  
   **Session IV**  
   **Presenter(s): Leslie Marsland, Miles Stern**  
   ESP locals from all four UMass campuses banded together to form the UMass Classified Units Coalition Project to address the unique challenges and opportunities inherent among higher education classified staff across the university system. In this session, local leaders will explore tools and ideas for organizing and preparing the groundwork for coalition bargaining as well as training to better develop leaders, communication skills and community across higher education ESP worksites.

24. Avoid the Burnout: How Taking Care of YOU is the First Step in Meeting the Needs of the Whole Student  
   **Session I, II**  
   **Presenter(s): Amy Morin**  
   In this workshop, participants will learn different strategies to avoid burnout. Together they will build a wellness toolkit consisting of wellness challenges, strategies and tips that they can take back to their local association and school district. Growth mindset, meditation, and networking are just the beginning.

25. Health and Safety Fundamentals for all ESPs  
   **Session II**  
   **Presenter(s): Henry Cornu**  
   Health and safety concerns abound in the workplace—whether you sit behind a desk, stand in a classroom, serve food, or swing a hammer—your union should have the necessary tools to address these fundamental working conditions. In this session, participants will learn health and safety legal basics, including employer requirements and member protections. Additionally, they will identify strong contract language and learn some fundamentals about health and safety committees and how to best advocate for healthier workspaces. Participants will walk away with health and safety knowledge and resources to bring back to their locals.
26. The Imperfect Ally
   Session II, III
   Presenter(s): Saul Ramos

In this workshop, participants will learn how to be an ally for different causes without having to be vocal or directly involved. They will explore association resources and techniques and discuss the current issues that directly affect members and students. Participants will see examples of the differences and understand the benefits being an imperfect ally has on student learning and mental health.

27. Safe Space Initiative: Creating and Supporting LGBTQ+ Youth and Staff from the Bus to the Classroom
   Session III, IV
   Presenter(s): Sonia Fortin, Shanna Weston

In this interactive workshop, participants will explore beyond foundational LGBTQ+ related topics through facilitated group discussion and an exercise that promotes empathy toward LGBTQ+ members. They will also complete a self-assessment rubric to identify areas of need and identify personal and district goals to create an action plan to ensure their schools and worksites are a safe place for all to thrive. Through the Safe Space Initiative they will explore student-centered activities promoting acceptance. Participants will leave the workshop with resources and concrete action plans to create safe spaces from the bus to the classroom.

28. Political Action, PAC and Lobbying: Why ESPs Must Become Actively Involved
   Session III
   Presenter(s): Connie Boylan

If ESPs are to have a seat at the table in important, relevant discussions regarding education, social justice, or their careers, they must become involved politically. In this workshop, ESPs will become familiar with strategies to help them boost their confidence and step outside their comfort zone, enabling them to understand the how and why of becoming a political activist.

29. If You Build it, They will Come: Organizing Tips, Tricks and Tactics Learned in America’s Heartland
   Session I
   Presenter(s): Caitlin Rollo, Eric Rosenquist
This workshop will include two case studies of an urban local and suburban/rural local that employed rank and file member organizers to help create and implement local organizing plans around membership growth and issue advocacy. This workshop will first highlight the successes of these locals and then walk participants through how to create and implement a successful local organizing plan that can be brought back home.

30. Escaping Privatization
   Session III, IV
   Presenter(s): Joann Houck, Donna O’Malley

Through the journey of problem solving, thinking quickly and working together, we can defeat the privatization "pirate." In this session, participants will gather clues to unlock an "escape room treasure chest" and learn how to harness the power to escape privatization.

31. The PGC Story of East Orange Maintenance Association
   Session I
   Presenter(s): Kimberly Scott-Hayden, Gabriel Tanglao

The East Orange Maintenance Association (EOMA) has started a journey toward ESP professional growth. By empowering 300 ESP members to guide their pathways using the NEA Professional Growth Continuum (PGC) framework, they're working to strengthen their local association and collaborate with the district to foster a more inclusive school community. This is the story of EOMA's journey in their first year of PGC implementation with a focus on the standards of communication and cultural competence. This workshop will be interactive and participant-driven as they model some of their most innovative professional learning strategies.

32. Your School, Your Health: The Importance of ESP Involvement in Maintaining Healthy and Safe Schools
   Session II, III
   Presenter(s): Michael Rollins, John Staab

This workshop will focus on organizing and maintaining a health and safety committee, ESP roles on that committee as well as member rights and safety protocols to ensure a safe and healthy learning environment for students. Participants will learn about indoor air quality, mold hazards, and chemical usage. There will also be a discussion on health and safety committee responsibilities, building inspections, communication plans with staff, health and safety
33. Digital Footprint Workshop
   **Session III**  Presenter(s): Sabina Ellis
   Monitoring your online activity and ensuring security is important in any workplace. In this workshop, participants will learn about tracking and protecting their digital footprint on social media platforms, websites and emails. They'll also learn how to monitor searches in the chrome browser.

34. What is a Community School Anyway and What Does it Have to do with me?
   **Session I**  Presenter(s): Mary Parr-Sanchez, David Greenberg
   Join NEA Las Cruces, New Mexico staff as they share a model for how to engage ESP stakeholders in community schools using ESP PGC Universal Standards. During this session, participants will work through steps to develop their own plan for ESP engagement that is tied to school transformation and career family professional growth.

35. ASAP: Active Shooter Action Plan
   **Session IV**  Presenter(s): Peter Volkmann
   This interactive training provides participants with practical skills to protect themselves and others during an active shooter incident. Important concepts about active shooters will be addressed, including active shooter statistics, understanding the mind in crisis, situational awareness, run-hide-fight concept, and post-action staff support.

36. Level the Playing Field: Using Accommodations for Student Success
   **Session I, II**  Presenter(s): Donelle Pistorino, Chasity Reynolds
   As educators, we want all students to be successful. To level the playing field in the classroom, some students will need accommodations. In this hands-on workshop, participants will learn what accommodations are and how they foster student success. They will also learn the difference between accommodations and modifications. By the end of the session, participants
will have accommodation ideas, suggestions, and tips to ensure the success of all students.


    Session II
    Presenter(s): Roxann Fonoimoana, Linda Cabral

It's important for schools to lift up and engage those who are invisible in associations, schools, and communities. This interactive session will provide key concepts and materials to advance mutually beneficial relationships with invisible students and members for sustainable community organizing. Participants will learn how to identify and engage in culturally responsive communication with ESPs, students and communities as well as commit to building a diverse group of leaders to grow culturally competent leaders and impact the whole child.

38. I’ll Be Your Voice

    Session II
    Presenter(s): Tilesha McFee, Chante Doran

This interactive workshop will empower educators to be a bridge for students who are unable to communicate their needs or wants. 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.

39. Understanding Emotional and Behavioral Emergencies

    Session II, III
    Presenter(s): Peter Volkmann

This training will provide an overview of prevention skills and concepts related to managing a student’s emotional or behavioral emergency in a school setting. There will be a discussion on “Back Pocket” crisis intervention skills in response to these situations. Participants will also receive the Post Action Staff Support (PASS) intervention to support fellow school staff members after the emergency response.
40. Sticks and Stones: Understanding Implicit Bias, Microaggressions and Stereotypes  
   Session I, III  
   Presenter(s): Lisa Jennings

Implicit Bias refers to the attitudes, beliefs or stereotypes that affect our understanding, actions and decisions unconsciously. These biases often manifest themselves in the form of microaggressions and stereotypes. Everyone has implicit bias, but few of us are aware of it and how it impacts our daily experiences. For educators, Implicit Bias may have a negative effect on students’ behavioral and academic outcomes. This session will share real-life examples of implicit biases, microaggressions and stereotypes and how they impact our schools as well as provide practical strategies to confront them in ourselves and others.

41. How to use Collective Power to Create Political Change  
   Session I  
   Presenter(s): Katrina Mendiola, Lee Hedgepeth, Robbie Jones, Sequana Taylor

In this workshop, the NEA Campaigns and Elections Team will lead a discussion on how to develop a plan to engage and mobilize members to take action in the 2020 election and create positive change in communities and in the union. This session is designed to be a facilitated conversation rather than a traditional presentation. This training will address political advocacy by challenging and working with members to discuss what may be the most effective strategies and tactics to influence the elections in their states, cities and districts.

42. Healthy You = Healthy School: It all Starts with You  
   Session II  
   Presenter(s): Tracy Emerson, Cheryl Hanley

In this workshop, participants will learn why worksite wellness is important for educators and their environment. Participants will walk away with ideas on how to support personal and staff wellness and how to start the conversation of wellness within their schools and bargaining unit. They will also gain resources and tools to help support employee wellness.
43. Supporting Our Own through ESP Mentoring: Lessons from the Field
  Session III  
  Presenter(s): Tara Gauding, Pat Thompson

ESPs are an integral part of the education team that supports student learning. When ESPs are hired, they are often left alone to “figure out” what their job entails. This leads to poor job satisfaction, high turnover and weaker performance. When ESP Mentoring is done right, it can lead to improved outcomes for students, greater retention of ESPs, higher job satisfaction, greater confidence and leadership development. This session will explore ESP Mentoring and how to justify the importance of mentoring to the district, build the program from the bottom up, and document the success of the program through data collection and analysis. Participants will receive information and materials they can bring back to their locals that can be customized to meet their needs. ESP mentoring uses the NEA ESP Professional Growth Continuum as its foundation, providing a vision for each ESP career family as ESPs develop their professional learning goals.

44. How to Write a Grant
  Session I, II  
  Presenter(s): Meghan Berka, Dr. Christopher Johnson

Founded by NEA members, the NEA Foundation awards approximately $400,000 annually to public school teachers, education support professionals, and higher education faculty and staff. This session will provide an overview of eligibility requirements and tips on how to write successful grant proposals, as well as feature outstanding ESP projects that have been funded by the NEA Foundation and the NEA’s Center for Great Public Schools. Attendees will have the opportunity to brainstorm projects and practice articulating the needs of their students and schools, so that they can walk away feeling confident in preparing a proposal for their next grant opportunity.

45. 2020 Census: Why it Matters, What You Can Do
  Session III, IV  
  Presenter(s): Eric Lotke, Jean Fay

The 2020 US Census will affect funding and political power in every corner of America. Every 10 years, the United States conducts a Census to count every person who lives here. The Census affects political apportionment and the distribution of over $800 billion in federal funds, including funds for special education, teacher training, school lunch, transportation, Head Start...
and after-school programs. Every person missed means less money and less political power for a community. Even though the Census is safe, important and necessary, it misses millions of people every time. This session will discuss what ESPs can do to make sure they, their students and their communities are counted.

46. The Uncertain Menu of Federal School Meal Legislation and Policy
   Session II  
   Presenter(s): Christin Driscoll, Ignacio Sanchez

This workshop will give an overview of federal policy related to school meals and other anti-hunger and nutrition programs—both positive proposals to help students be healthy and ready to learn, as well as threats to school meals and other programs. It will also involve an active dialogue with participants about how to improve school meals programs and create better working conditions and professional growth for school food service professionals.

47. Using Bargaining and New Educator Organizing to Grow Your Local
   Session I  
   Presenter(s): Marcy Magid, Fran Linn

This workshop will demonstrate how to bargain and advocate for strong contract language that promotes ESP professional growth and engages new members to join the union. New educators may not be familiar with how strong contract language (or strong policies where bargaining doesn’t exist) can support the Professional Growth Continuum, including higher salaries, improved working conditions and union mentoring and support. Staff from NEA’s Collective Bargaining and Member Advocacy department and the Center for Organizing will share best practices to demonstrate how to organize and use New Educator data to achieve wins for ESP members at the bargaining table.

48. Bargaining for the Common Good: Recognizing the Power of the Union through Solidarity and Struggle
   Session III  
   Presenter(s): Brian Beallor, Andy Jewell

Public sector unions are using contract fights and other forms of advocacy as an opportunity to organize local stakeholders around a set of demands that benefit not just the bargaining unit, but the wider community as a whole. Instead of the transactional, business-unionism approach that has become very common throughout the labor movement, unions are increasing transparency, becoming more rank-and-file driven, and are developing long-lasting partnerships.

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with parents and community in order to fight for and win the public education that students deserve. In this session, we'll discuss this powerful underlying strategy known as Bargaining for the Common Good.

49. Effective Strategies That Support Youth in Foster Care  
**Session I, II**  
**Presenter(s): Alexis Jonson, Barbara Rockey**

Less than 50 percent of youth in foster care graduate high school. Treehouse sees the promise of these 400,000 youth nationwide and invests in their potential through Graduation Success, a program designed to help them graduate and launch successfully into adulthood. Join this workshop for a lively discussion about the challenges these youth, especially disproportionate youth of color, face and the best practices to overcome significant odds, including high ACEs, school mobility and special education needs. Participants will walk away with tools to implement with vulnerable students in their schools.

50. Microsoft Word and Google Documents  
**Session IV**  
**Presenter(s): Mary Hilton**

Have you ever wanted to learn about Microsoft Word or Google Docs? Then this is the class for you. Come along as we dive deep into word and documents and unlock all their potential. Figure out which program best suits you, your needs and can accelerate your knowledge. Laptops will be provided.

51. Just say no to Scams: Fraud Trends and Identity Theft Prevention Strategies  
**Session II, III**  
**Presenter(s): Kimberly Lindsey, Glenda Jones**

People over the age of 50 control over 70 percent of the nation's wealth and fraudsters are using new tactics to scam this growing number of older Americans each year. Join us for an in-depth presentation to learn how to identify when you are being scammed, the different types of scams and how to protect yourself from becoming a victim.
52. Using the Professional Growth Continuum to Grow Our Association and Our members  
**Session I**  
Presenter(s): Vanessa Jiminez, Melody Bach-Hodnefield, Roni Assali

Join this session to identify ways to incorporate the ESP Professional Growth Continuum into established and developing professional development programs. Participants will learn how to start conversations with district leaders and governing board members to achieve buy in and resources, expanding member services. In small teams, participants will learn how to guide ESPs in assessment of their needs to discover the career family standard(s) that can be used for professional growth and support their association’s and district’s mission and vision. Guidance will be provided on how to assess the success of a program and make changes if needed. Staff will share how they've designed, created, and marketed their professional development program to serve a large district with satellite learning opportunities and groups with limited English and technology proficiencies.

53. Transforming Your School Environment Through Restorative Justice Practices  
**Session II, III**  
Presenter(s): Dana Coles, Rosanne Wilson

This workshop will discuss how implementing restorative justice and restorative practices into the school environment can help reduce the number of school suspensions and significantly decrease the number of students who are entered into the school-to-prison pipeline. It will also introduce the circle process as an alternative method of communicating and an effective tool for group problem-solving.

54. Building Resilient Students: ACEs (Adverse Childhood Experiences) Primer  
**Session I, II**  
Presenter(s): Kristine Argue Mason, Donna Neilsen

Clear and compelling research from Kaiser Permanente has shown a significant impact of Adverse Childhood Experiences (ACEs) on future health and social issues across the lifespan. With its far-reaching impact within our schools and communities, ACEs has become a national public health crisis. In this session, participants will strengthen their understanding of the ACEs research in order to positively impact student academic and social outcomes. They will learn strategies for practicing self-care to manage their compassion fatigue as a result of caring for
others. Finally, participants will learn strategies to assist them in building the positive relationships necessary to help students succeed to the best of their abilities.

55. Becoming a 21st Century ESP Leader
   **Session IV**
   **Presenter(s): Travis Vo, Ellen Olsen, Shondea Chapman**

Education support professionals who develop an understanding of the importance of learning to lead not only enhance the capacity of their Associations; they also enhance their professional excellence, regardless of their career family. In this session, participants will assess their current leadership competency and level of professional growth across eight universal standards. Participants will develop a plan that will assist them in determining strengths and areas of growth, positioning them to achieve their highest vision for themselves. This session is designed for Level 2 leaders who are ready to assist other ESP leaders. Regardless of level experience, all learners and leaders are welcome. Participants should expect and commit to continued development beyond the ESP conference. Participants should also expect to be engaged in pre-work assignments leading up to this workshop.

56. Microsoft PowerPoint and Google Slides
   **Session I**
   **Presenter(s): Mary Hilton**

Have you ever wanted to learn about Microsoft PowerPoint or Google Slides? Then this is the class for you. Join us as we look deeper into PowerPoint and slides and unlock their mysteries. This workshop will help participants understand how to effectively use these tools for meetings and presentations. Laptops will be provided.

57. True Colors
   **Session I, II**
   **Presenter(s): Floyd Cox, Tom Pirnie**

True Colors has been created as the vocabulary through which people can communicate the expression of their character. It serves as an easy, entertaining way to identify your character spectrum to better understand yourself and others, using four colors to identify distinct perspectives and personalities. It is an invaluable tool for enjoying success in your personal and professional life. Most of us have a dominant or bright color and are influenced or shaded by the other three colors, thus creating our True Colors Spectrum. Once you recognize the True Colors in yourself and others, you will be able to respond more appropriately and concisely in your varied communication settings. Participants will leave this
training with a better understanding of their colleagues and how to communicate more effectively with them in our organizing culture.