Using the Professional Growth Continuum (PGC) to Grow Our Association and Our Members
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.

Election 2020: Engage, Mobilize, Lead! Elections Matter
The 2020 election will have repercussions that will affect our students and schools for decades to come. Educators have the power to make a difference in these elections, but only if we get organized and involved. NEA’s Campaigns & Elections team, along with ESP political activists will lead this session on how to engage, mobilize and lead members to take action around the 2020 election. Participants in this session will learn how to inspire fellow members with their personal stories, recruit members to become volunteers, and train fellow members on how to properly execute crucial election activities like voter contact and event building. This session will provide hands-on training of fundamental organizing tactics and campaign best practices and introduce NEA’s new suite of digital resources that are proven to increase the effectiveness of an organization’s activities.

Bargaining for the Common Good: Recognizing the Power of the Union through Solidarity and Struggle
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 with parents and community in order to fight for and win the schools that students deserve. This strategy is known as Bargaining for the Common Good.
Restorative Practice as Liberatory Practice: Developing Self- & Social-Awareness as a Circle Keeper
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.

Non-Violent Conflict De-Escalation
There is much stress in the world today, and sometimes encounters and exchanges turn into conflicts. Schools are far from immune to conflicts that can involve students, staff, or the public. In this session, participants will learn to recognize the signs of escalation, and most importantly, learn how to de-escalate and bring calm back to a volatile situation. Get instruction from professionals who know how to make you and your schools safer.

Adult Workplace Bullying
Have you ever felt that you were in the midst of adult- on-adult bullying? While many discussions are centered around 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.

True Colors
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.

Becoming a 21st Century ESP Leader
* Please note this session is only open to those who participated in this session on Thursday)
Education support professionals who understand their roles as leaders not only enhance the capacity of their association, but they also enhance their professional excellence, regardless of their career family. For ESPs, gaining new skills has a residual impact on the students, families and communities where they work. This impact provides an opportunity to discuss the value of using the NEA Leadership Competency Framework and Professional Growth Continuum (PGC) in their practice.

In this session, participants will self-assess their current set of leadership competencies and level of professional growth across universal standards, determine strengths and weaknesses, and create an individual plan to determine what additional training or experiences they need to achieve their professional goals. This session is for learners of every type at all levels. Participants should expect and commit to continued development beyond the ESP conference. They should also expect to be engaged in pre-work assignments leading up to the session.