UNITING OUR MEMBERS AND THE NATION

Empowering leaders, educating students, strengthening communities

Education Support Professionals
Professional Growth Continuum

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NEA LEADERSHIP COMPETENCY:
Leading Our Professions

• Builds capacity for continual improvement and learning
  – Levels 1 (Foundational), 2 (Mobilizing & Power Building), and 3 (Agenda Driving)
Introductions

• Pair up with someone you do not know or have not worked with before.
• Fold cardstock in half to make a name tent.
• In the middle of the name tent, write your Name, the State you live in and your Career Family.
In the 4 corners, write the following:

- **Left top corner**: Number of years you have been in your career.
- **Top right corner**: One word that describes how you feel about your career.
- **Bottom left corner**: What do you like best about your career?
- **Bottom right corner**: A fun fact about yourself.
Objectives

• Understand the ESP Professional Growth Continuum
• Introduce the self-assessment and its connection to a professional learning plan
• Identify ways to advocate for and implement the PGC
With nearly 500,000 ESP members, NEA is the **FIRST** organization to develop universal standards to elevate the professional careers of education support professionals.

**By ESP, for ESP!**
How It All Began

Accountability Task Force

NBI-D (excerpt)

“NEA shall engage NEA members and other experts in the field to design professional continuum models for educators in the ESP...job families.”
By ESP, for ESP!

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

- Participatory Action Research
  - Model and terminology
  - Standards, indicators, and descriptors
ESP Universal Standards

- Communication
- Cultural Competence
- Organization
- Reporting
- Ethics
- Health & Safety
- Technology
- Professionalism

Leadership Development
National Leadership Summit
Education Support Professionals
Professional Growth Continuum

Universal Standards

Foundational

Proficient

Advanced/Mastered

Leadership Development
NATIONAL LEADERSHIP SUMMIT
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

- The indicators (the bolded text) are **what** ESP need to know and do to achieve the standards.
- The descriptors (the clear circles under the indicators) are the examples/evidence of **how** ESP meet the standards.
How to Use the PGC

• First, identify your Career Family.
• Read through each of the standards, indicators and descriptors.
• Now, pick one standard that you would like to focus on.
Completing the Self-Assessment

• With the standard you selected, start in the **Foundational** level and identify the indicators you have demonstrated.

• If you have completed all of the indicators in Foundational, then you are skilled at that level. Proceed to **Proficient**. If you have not achieved all of the indicators in Proficient, that is your current skill level.

• Do this for every standard.
Establishing a Growth Goal

• Now that you have completed the self-assessment, pick the standard(s) you want to focus on.

• With the indicators you still need to achieve:
  – establish a professional growth goal,
  – identify what you need to achieve the goal,
  – and what professional learning opportunities you can pursue.
Advocacy

• How can you use the PGC to advocate for professional learning?
• How will you share this with a colleague?
• How does building professional capacity benefit the Whole Student?
• Which other stakeholders need to know about this? Why?
Closing

• Complete the evaluation for this session by using the **NEA Summit Mobile APP**!

• Visit:
  – Leadership Development Resources website at [www.nea.org/leadershipdevelopment](http://www.nea.org/leadershipdevelopment)
  – ESP Professional Growth Continuum at [www.nea.org/esppgc](http://www.nea.org/esppgc)

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