



EDUCATION SUPPORT PROFESSIONALS



NATIONAL CONFERENCE

March 19-21, 2021 | VIRTUAL | #ESP2021

#ESP2021  
#WeLoveOurESPs

WITH A SPECIAL  
ESP OF THE YEAR AWARD  
CEREMONY & CELEBRATION  
MARCH 26, 2021

Education Support Professionals: Our Democracy! Our Responsibility! Our Time!

The National Education Association (NEA), the nation's largest professional employee organization, is committed to advancing the cause of public education. NEA's 3 million members work at every level of education—from pre-school to university graduate programs. NEA has affiliate organizations in every state and in more than 14,000 communities across the United States.

#### **NEA OFFICERS**

Becky Pringle  
NEA President

Princess Moss  
NEA Vice President

Noel Candelaria  
NEA Secretary-Treasurer

#### **NEA EXECUTIVE COMMITTEE**

Eric Brown, Illinois

Mark Jewell, North Carolina

Shelly Moore Krajacic, Wisconsin

Robert Rodriguez, California

Christine Sampson-Clark, New Jersey

Hanna Vaandering, Oregon

#### **NEA EXECUTIVE DIRECTOR**

Kim A. Anderson



# NEA VISION, MISSION, AND CORE VALUES

## 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.

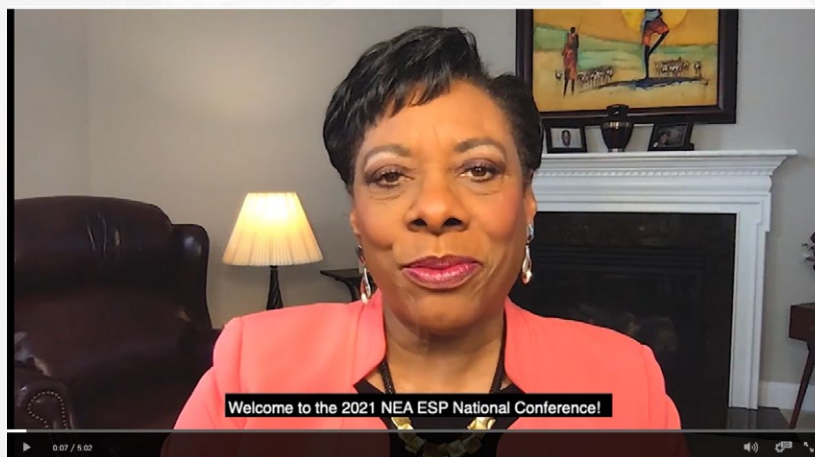
# WELCOME TO THE 2021 NEA ESP NATIONAL CONFERENCE!

We're back this year virtually, and while I wish we could be together in person, I take comfort in knowing that we can still learn, build relationships, collaborate, and support one another regardless of where we are. You have spent an entire year showing this entire nation the great value of what you do and the great sacrifices you are willing to make.

You stand upon a more than 40-year history of ESP member activism and leadership. You lead at every level of the Association, take on elected positions, elevate your professions, and advocate for students all across our nation. I am so honored to be on your team.

During this virtual conference, you will have many opportunities to continue to advance your professional growth, and – most importantly – care for your social and emotional wellbeing.

But before we get started, I want to share a few more words to honor your contributions to our students and school communities across the country.



View my video message: [www.youtube.com/watch?v=nqS4D5\\_fdEs](https://www.youtube.com/watch?v=nqS4D5_fdEs)

In solidarity,

Becky Pringle  
NEA President



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## PLATINUM

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California Casualty, NEA Auto & Home Insurance  
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National Council of Education Support Professionals (NCESP)  
NEA Center for Enterprise Strategy, NEA Research  
NEA Communications  
NEA ESP Conference Resources  
NEA Member Benefits  
NEA PAC  
NEA Standards of Conduct  
Savi, NEA Student Debt Navigator

# GENERAL INFORMATION

## STANDARD OF CONDUCT POLICY

NEA has adopted a Standard of Conduct Policy to ensure that all of our gatherings are welcoming to all and free from discriminatory, harassing or otherwise unacceptable behavior. Discrimination or harassment based on race, color, ethnicity, religion, sex, age, national origin, sexual orientation, disability, gender identity or expression, or any other characteristic protected by law will not be tolerated.

If you experience any discriminatory or harassing behavior, please contact Robert Rodriguez ([rrodriguez@nea.org](mailto:rrodriguez@nea.org)) and Hanna Vaandering ([hvaandering@nea.org](mailto:hvaandering@nea.org)) to report the incident.


Thank you for your commitment to ensuring a positive event for all.


## Official U.S. Time Zone Conversion Chart

All sessions are listed in Eastern Daylight Time. Compare time zones at [time.gov](https://time.gov).

## SOCIAL MEDIA

Connect with fellow attendees and share stories, photos/screenshots, and insights on your social media channels!

 **Join our ESP Facebook Group:** [facebook.com/groups/NEAESP](https://facebook.com/groups/NEAESP)

 **Follow us on Twitter:** [@NEArESpect](https://twitter.com/NEArESpect) [@NEAToday](https://twitter.com/NEAToday)

**Use the hashtags** [#ESP2021](https://twitter.com/hashtag/ESP2021) **and** [#WeLoveOurESPs](https://twitter.com/hashtag/WeLoveOurESPs)



# CONFERENCE SCHEDULE

*Eastern Daylight Time*

## FRIDAY, MARCH 19

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- 6:00 p.m. – 7:00 p.m. . . . Virtual Exhibit Booths *(Optional)*
- 7:00 p.m. – 7:45 p.m. . . . Conference Welcome and Opening Session  
Keynote Speaker: Princess Moss, Vice President, NEA
- 7:45 p.m. – 8:45 p.m. . . . ESP Local Highlight and Networking Session
- 8:50 p.m. – 9:00 p.m. . . . Wrap Up and DJ Set with DJ Spinderella

## SATURDAY, MARCH 20

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- 11:00 a.m. – 11:45 a.m. . . Zumba *(Optional)*  
Instructor: Evan Walker, Aspiring Educator
- 11:00 a.m. – 11:45 a.m. . . Yoga/Mindfulness *(Optional)*  
Instructor: Gina Harris, Culture and Climate Coach
- 11:00 a.m. – 12:00 p.m. . . Virtual Exhibit Booths *(Optional)*
- 12:00 p.m. – 12:10 p.m. . . Opening Session
- 12:15 p.m. – 1:30 p.m. . . . Workshop Session I
- 1:35 p.m. – 2:15 p.m. . . . Keynote Address  
Keynote Speaker: Dr. Pedro Noguera, Educator, Author and Leader
- 2:15 p.m. – 2:45 p.m. . . . Break
- 2:15 p.m. – 2:45 p.m. . . . Virtual Exhibit Booths *(Optional)*
- 2:45 p.m. – 4:00 p.m. . . . Workshop Session II
- 4:15 p.m. – 5:45 p.m. . . . NCESP General Membership Meeting *(Optional)*
- 4:15 p.m. – 6:15 p.m. . . . Virtual Exhibit Booths *(Optional)*

# CONFERENCE SCHEDULE *(Continued)*

*Eastern Daylight Time*

## SUNDAY, MARCH 21

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11:00 a.m. – 12:00 p.m. . . . Virtual Exhibit Booths *(Optional)*

12:00 p.m. – 12:10 p.m. . . . Opening Session

12:15 p.m. – 1:30 p.m. . . . Workshop Session III

1:35 p.m. – 1:55 p.m. . . . Keynote Address

Keynote Speaker: Noel Candelaria, Secretary-Treasurer, NEA

1:55 p.m. – 2:00 p.m. . . . Wrap Up and Announcements

2:05 p.m. – 3:00 p.m. . . . Networking Activity *(Optional)*

2:05 p.m. – 3:30 p.m. . . . Virtual Exhibit Booths *(Optional)*

## FRIDAY, MARCH 26

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7:00 p.m. – 8:00 p.m. . . . ESP Conference Closing Event | ESP of the Year Award Ceremony

Keynote Speaker: Becky Pringle, President, NEA

8:00 p.m. – 9:00 p.m. . . . ESP Conference Closing Event | ESP of the Year Award Celebration

Hosted by: DJ Spinderella



# KEYNOTE SPEAKERS



## BECKY PRINGLE

**President, National Education Association**

NEA President Becky Pringle is a fierce social justice warrior, defender of educator rights, an unrelenting advocate for all students and communities of color, and a valued and respected voice in the education arena. A middle school science teacher with 31 years of classroom experience, Becky was elected in 2020 as COVID-19 ravaged Black, Brown and indigenous communities nationwide. Her vision is to unite NEA and the nation and then use that collective power to lead a movement to reclaim public education as a common good—as the foundation of U.S. democracy—and transform it into something it was never intended to be: a racially and socially just and equitable system designed to prepare every student to succeed in a diverse and interdependent world.

Becky is a staunch advocate for students who have disabilities, identify as LGBTQ+, are immigrants, or English Language Learners. Before assuming NEA's top post, she served as NEA vice president. She directed NEA's work to combat institutional racism, and spotlight systemic patterns of racism and educational injustice that impact students. Under Becky's guidance, NEA works to widen access and opportunity by demanding changes to policies, programs, and practices.

Becky's extensive record of Association advocacy spans the national, state, and local levels. She is a former local president, served on the Board of Directors for NEA and the Pennsylvania State Education Association, was a two-term member of NEA's Executive Committee, and also held the NEA secretary-treasurer position.



## PRINCESS MOSS

**Vice President, National Education Association**

Princess Moss, an elementary school music teacher from Louisa County, Va., is the vice president of the National Education Association, the nation's largest professional organization.

A champion of children and public education at the local, state, and national levels, Moss served as secretary-treasurer from 2014 through 2020. Prior to this, she distinguished herself with two terms on the NEA Executive Committee, where she served on the Elementary and Secondary Education (ESEA) Advisory Committee, steering the Association's strategy for the law's pending reauthorization, and the Dropout Prevention Advisory Committee, helping develop relevant tools for NEA members. Under her direction as president, the

62,000-member Virginia Education Association increased its membership and advocated successfully for greater investment in public education at the state and local levels. She also served as VEA Vice President and on the Board of Directors for NEA and VEA for over 10 years.

The daughter of two school bus drivers, Moss earned her bachelor's degree in music education from the University of Mary Washington, and received the university's Distinguished Alumnus Award in 2006. She also earned a master's degree in elementary and secondary administration and supervision from the University of Virginia.

# KEYNOTE SPEAKERS



## NOEL CANDELARIA

Secretary-Treasurer, National Education Association

Noel Candelaria is the Immediate Past President of the Texas State Teachers Association (TSTA), the state affiliate of the National Education Association (NEA). Prior to his election as TSTA President, Noel served as TSTA Vice President after a distinguished tenure as President of the Ysleta Teachers Association (YTA) in El Paso, Texas, where he worked as a Teacher's Aide and Special Education Teacher in the Ysleta Independent School District (YISD).

Noel and his wife Patty, who is a National Board-Certified teacher, are tireless advocates committed to the success of every student. Throughout his career, Noel has emphasized the importance of relationships built on trust. He believes our public schools must provide

every student the best opportunity to fulfill their individual potential.

Noel also serves as Treasurer on the board of the National Teachers Hall of Fame (NTHF) and while acting as the chair of the Memorial to Fallen Educators, legislation was passed to designate the monument as a National Memorial site.

Noel has served on multiple national committees and task forces including the NEA Human and Civil Rights Committee and the NEA Member Benefits Corporation Board. He has also been asked to be a speaker at several national conferences on various topics including Racial and Social Justice.

As a son of hard-working immigrants, the importance of education and the opportunities that a quality public education can provide were core values instilled in him. Noel is grateful and honored to be an advocate for students and educators in the meaningful work of ensuring those opportunities are always available for others.



## PEDRO NOGUERA, PhD

Dean of the Rossier School of Education, University of Southern California

Pedro Noguera is the Emery Stoops and Joyce King Stoops Dean of the Rossier School of Education and a Distinguished Professor of Education at the University of Southern California. Prior to joining USC, Noguera served as a Distinguished Professor of Education at the Graduate School of Education and Information Studies at the University of California, Los Angeles. Before joining the faculty at UCLA, he served as a tenured professor and holder of endowed chairs at New York University, Harvard University and the University of California, Berkeley.

He is the author of 15 books. His most recent books are *A Search for Common Ground: Conversations About the Toughest Questions in K-12 Education* (Teachers College Press) with Rick Hess, and *City Schools and the American Dream: Still Pursuing the Dream* (Teachers College Press) with Esa Syeed.





## 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 ESPs 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 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) and level of practice it aligns with.

[nea.org/esppgc](http://nea.org/esppgc)

#### **NEA Leadership Competency Framework**

NEA has defined what it means to be an “NEA leader” through the development of seven leadership competency domains – Advocacy, Communication, Governance and Leadership, Leading Our Professions, Organizing, Social Emotional Intelligence, 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 conference workshops that deliver professional learning aligned to the leadership competency framework. Check each workshop for their corresponding leadership competency domain and progression level.

[nea.org/leadershipdevelopment](http://nea.org/leadershipdevelopment)

# 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.



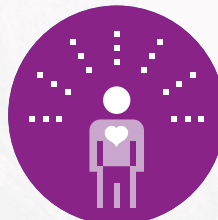
## LEADING OUR PROFESSIONS

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.



## SOCIAL EMOTIONAL INTELLIGENCE

Understands the knowledge, skills, attitudes, and behaviors that create healthy identities, manage emotions and achieve personal and collective goals; demonstrates ability to feel and show empathy, establish and maintain supportive relationships, and make responsible, caring decisions.



## STRATEGY AND FISCAL HEALTH

Builds the brand and accomplishes the goals of the Association through effective financial management and understanding of fiduciary responsibilities.



# Education Support Professionals Professional Growth Continuum



## The ESP Professional Growth Continuum (PGC) serves as a “map” for ESPs 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

[nea.org/esppgc](http://nea.org/esppgc)

# CONFERENCE WORKSHOPS (IN ALPHABETICAL ORDER)



## 1. **Adult Workplace Bullying**

*Presenter: Seleste Harris*

Have you ever felt that you were in the midst of 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 invoke systematic change.

**Leadership Competency:** Leading Our Professions (Mobilizing/Power Building)

**PGC Universal Standards:** Professionalism (Foundational); Cultural Competence (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I & II**

## 2. **Are You Interested in Earning a "Big Fat Check?"**

*Presenters: Kimberly Lindsey, Glenda Jones*

It's a new year and members are looking for practical ways to save money and gain a greater return on their spending. In this workshop, participants will become knowledgeable of ways they can use NEA Member Benefits to save and maximize spending habits. If you're looking for ways to stretch your dollars when it comes to positioning your finances, don't miss this session.

**Leadership Competency:** Strategy and Fiscal Health (Foundational)

**PGC Universal Standards:** Professionalism (Foundational); Technology (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I & III**

## 3. **Bargaining and Advocacy in the Face of Crisis**

*Presenters: Brian Beallor, Andy Jewell*

The COVID-19 pandemic has quickly become the worst crisis we have ever faced in our lifetime. ESPs, students, and communities have been hit with staggering issues, many that were unthinkable before. Now, more than ever, ESPs have been forced to bargain and advocate as if their lives, and those of which they care for, depend on it, because it literally may. This workshop will focus on becoming better prepared as a union to tackle issues brought upon through crisis such as protecting ESP careers and advocating for health and safety issues, as well as providing practical skills and resources that can make the union more effective advocates.

**Leadership Competency:** Advocacy (Mobilizing/Power Building)

**PGC Universal Standards:** Health & Safety (Foundational); Communication (Advanced/Mastery); Organization (Proficient); Professionalism (Advanced/Mastery)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I & II**



# CONFERENCE WORKSHOPS *(continued)*

## 4. **Keep Calm and Carry On...But How?!**

*Presenters: Sheila Grady, Joan Condon*

Are you feeling stressed, frustrated, or even anxious and fearful during this pandemic? Join a team from Capacitar International and learn simple self-care tools that you can use in your everyday life. Techniques such as fingerholds to manage emotions, acupressure, movement and meditation can help you to manage emotions and stress. In this Capacitar workshop, you will learn, by doing.

**Leadership Competency:** Leading Our Professions (Foundational)

**PGC Universal Standard:** Health & Safety (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session III**

## 5. **Bridging Differences Using the Ladder of Inference for Clearer Communication**

*Presenters: Dr. Latasha Bacote-Owens, Jessica Tedder*

Have you ever wondered how two people receiving the same information at the same time can come to such different conclusions? The Ladder of Inference is a useful framework for recognizing how our perceptions and assumptions can have an impact on our communication with others. This tool reminds us to pause and reflect on our own thoughts, make our assumptions explicit, and take the time to be cognizant of others. In this session, participants will learn how to use the Ladder of Inference to help them get perspective and minimize bias, thus leading to improved communication with others.

**Leadership Competency:** Communication (Foundational)

**PGC Universal Standard:** Cultural Competence (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session II & III**

## 6. **Community Engagement to Community Action**

*Presenters: Stacey Grissom, Chloe Bovia*

Now more than ever, the fight for safe, just, and equitable schools means our union must be deeply connected to the communities in which we work and live. We must be in the community, not with passive presence, but in active partnership. Join NEA's Community Advocacy and Partnership Engagement (CAPE) department for this workshop on building partnerships at the local level. Hear how NEA affiliates across the country are forging resilient ties to their communities by embracing diversity, cultivating collaboration, and standing as allies for the common good. Learn how external partnership is not only a tool for winning on the issues we care about, but also a smart strategy for deepening the union's connection with members.

**Leadership Competency:** Organizing (Mobilizing/Power Building)

**PGC Universal Standards:** Professionalism (Foundational); Cultural Competence (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session III**



# CONFERENCE WORKSHOPS *(continued)*

## 7. **Confronting White Nationalism in Schools**

*Presenters: Matthew Powell, Saul Ramos, Brenda Brathwaite*

Whether a school bus driver, custodial staff member, or classroom teacher, all educators play a critical role in recognizing and addressing white nationalism. Join us for an engaging session as we explore the Confronting White Nationalism in Schools toolkit published by the Western States Center. Participants will leave the session with at least one tangible action step to implement in their workplace or community.

**Leadership Competency:** Advocacy (Mobilizing/Power Building)

**PGC Universal Standard:** Cultural Competence (Proficient)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I & II**

## 8. **Creative Strategies for Organizing and Engaging Newer Educators**

*Presenter: 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, regional, and state levels.

**Leadership Competency:** Organizing (Mobilizing/Power Building)

**PGC Universal Standards:** Professionalism (Advanced/Mastery); Communication (Advanced/Mastery)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session III**

## 9. **Custodial and Maintenance Rights and Responsibility in the COVID-19 Era**

*Presenters: Michael Rollins, Allen Barkkume, John Staab*

This training provides participants with examples of how to use legislative rights to advocate for custodial and maintenance workers. Participants will learn applicable CDC recommendations and local policies to maintain safe and healthy workplaces and learning environments.

**Leadership Competency:** Organizing (Mobilizing/Power Building)

**PGC Universal Standards:** Health & Safety (Foundational); Organization (Advanced/Mastery); Reporting (Proficient); Communication (Proficient)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session III**

# CONFERENCE WORKSHOPS *(continued)*

## 10. **Dealing with Behaviors: What ESPs Need to Know**

*Presenters: Lynn Goss, Mary Binegar*

How can ESPs manage and prevent challenging behaviors in the classroom, on the school bus, and in other school environments while promoting a positive school climate and social, emotional, and academic development (SEAD)? According to recent research, one in five children today have experienced at least one traumatic event in their life. One could argue that currently 100% of our children are experiencing trauma due to COVID-19. These experiences, coupled with the understanding that all children perform better academically when they have strong social and emotional skills, underscores the need for learning the principles of behavior. This workshop will address universal practices for providing positive behavioral supports and specialized intervention strategies that address challenging behaviors and promote safe and supportive learning environments for students. They will learn and practice research-based strategies for positive behavior change by working through real-life scenarios. This workshop is relevant for all ESP career families.

**Leadership Competency:** Leading Our Professions (Foundational)

**PGC Universal Standards:** Professionalism (Foundational); Cultural Competence (Foundational)

**Relevant for educators:** Pre-K through High School

**Session II & III**

## 11. **Developing Racial Equity Tools in our Communities and Food Systems**

*Presenters: Krystal Oriadha, Karen Spangler*

Racial equity is an integral part of supporting kids, communities, and education professionals, and National Farm to School Network (NFSN) believes that farm to school activities can provide an approach to addressing inequities. NFSN will discuss key takeaways from our inaugural Equity Learning Lab, a collaborative curriculum to train farm to school leaders from across the country in equity principles and strategies that ESP members can apply to their own work in school food justice and in their communities. We will also share highlights of NFSN's own equity journey, including strategies for organizations who are new to addressing racial equity in their work.

**Leadership Competency:** Advocacy (Mobilizing/Power Building)

**PGC Universal Standards:** Cultural Competence (Foundational); Professionalism (Advanced/Mastery)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I**

## 12. **Digital Footprint Workshop**

*Presenter: 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 Google Chrome browser.

**Leadership Competency:** Communication (Foundational)

**PGC Universal Standards:** Technology (Foundational/Proficient); Communication (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I**



# CONFERENCE WORKSHOPS *(continued)*

## 13. **How to Build a Statewide ESP Trainer Cadre**

*Presenters: Nani Lium, Keri Roberts*

Join our session to learn how the Washington Education Association built a cadre of only education support professionals (ESPs) to train on state mandated equity curriculum. Participants will leave with strategies on seeking candidates, building curriculum, and training others. Hear how purposeful decisions are made on the makeup of teams who will train around the various areas within a state. Participants will also learn how we transitioned from in person training to online training from a team that has trained over 5,000 ESPs on cultural identity, diversity, and equity.

**Leadership Competency:** Leading Our Professions (Mobilizing/Power Building)

**PGC Universal Standards:** Professionalism (Advanced/Mastery); Technology (Proficient); Organization (Advanced/Mastery); Communication (Advanced/Mastery)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session II**

## 14. **How to Write a Grant**

*Presenters: Dr. Christopher Johnson, Elizabeth Schneider*

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.

**Leadership Competency:** Communication (Mobilizing/Power Building)

**PGC Universal Standards:** Professionalism (Advanced/Mastery); Communication (Proficient)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session II**

## 15. **Implicit Bias and Racial Microaggressions**

*Presenter: Aneeka Ferrell*

This research-based course explores issues of implicit bias based on race through an analysis of "micro-aggressions" and "micro-insults." This training exposes participants to an understanding of what implicit bias is in order to examine how personal implicit biases can impact the way we respond and react to people based on their race. Participants will gain tools to adjust automatic patterns of unconscious thinking. The goal is to reduce and ultimately eliminate discriminatory behaviors that can lead to racial and social injustices and inequalities.

**Leadership Competency:** Communication (Foundational)

**PGC Universal Standard:** Cultural Competence (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session II & III**



# CONFERENCE WORKSHOPS *(continued)*

## 16. **Intersectionality: Using an Intersectional Lens**

*Presenters: Wanda Newman, Antoinette C. Smith*

Most ESPs are not invited to the table to develop school practices or policies despite often being the first professional educator seen by 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 policies, 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.

**Leadership Competency:** Leading Our Professions (Mobilizing/Power Building)

**PGC Universal Standards:** Cultural Competence (Advanced/Mastery); Ethics (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session III**

## 17. **Merging for Power: ESP and Certificated Local Collaboration**

*Presenters: Shannon Rasmussen, Robbi Reed*

Two Washington State local affiliates will discuss the value and gained strength following a merger of their ESPs 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 alliance made both locals stronger. They will also discuss how the merger significantly advanced bargaining gains for both units.

**Leadership Competency:** Governance and Leadership (Mobilizing/Power Building)

**PGC Universal Standards:** Organization (Advanced/Mastery); Professionalism (Advanced/Mastery); Communication (Advanced/Mastery)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session III**

## 18. **Microsoft PowerPoint and Google Slides**

*Presenter: Mary Hilton*

Have you ever wanted to learn foundational skills of Microsoft PowerPoint or Google Slides? Then this is the class for you. Join us as we look into PowerPoint and Slides and unlock some of their mysteries. This workshop will help participants understand how to effectively use basic tools for meetings and presentations.

**Leadership Competency:** Leading Our Professions (Foundational)

**PGC Universal Standards:** Technology (Foundational); Communication (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session II**

# CONFERENCE WORKSHOPS *(continued)*

## 19. Microsoft Word and Google Documents

*Presenter: Mary Hilton*

Have you ever wanted to learn the basics about Microsoft Word or Google Docs? Then this is the class for you. Come along as we dive into Word and Documents and unlock some of their potential. Figure out which program best suits you and your needs and build a foundation for your knowledge.

**Leadership Competency:** Leading Our Professions (Foundational)

**PGC Universal Standards:** Technology (Foundational); Communication (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session III**

## 20. Network with Clerical Professionals: Tips and Tools of the Profession

*Presenters: 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 (PGC). The session will model a panel discussion that will yield needed and helpful tips to make your work environment run smoothly.

**Leadership Competency:** Leading Our Professions (Mobilizing/Power Building)

**PGC Universal Standards:** Communication (Foundational); Professionalism (Proficient)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session II**

## 21. Organizing and Advocating to Protect Public Education

*Presenters: Carol Schnaiter, Diane Chapman*

As educators and union members, we must understand how and why our profession is under attack by those who seek to undermine the guarantee of a public education for our students and the collective voice of our members. Our adversaries understand that an educated populace limits their ability to control the wealth, governance, and economy of our nation. Through this session, participants will learn basic organizational strategies, which can be used at the local and state levels to engage and empower members to counter the activities of the many, intertwined groups which use their power to sway public opinion with misleading propaganda that serves to undermine public education and policy at the state and federal levels in their favor of free markets, the privatization of our schools, and the diminishment of unions, retirement programs and benefits.

**Leadership Competency:** Advocacy (Mobilizing/Power Building)

**PGC Universal Standards:** Organization (Foundational); Communication (Proficient); Ethics (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session III**



# CONFERENCE WORKSHOPS *(continued)*

## 22. **Political Action, PACs, and Lobbying: Why ESPs Must Become Actively Involved**

*Presenter: 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.

**Leadership Competency:** Advocacy (Mobilizing/Power Building)

**PGC Universal Standards:** Communication (Proficient); Organization (Advanced/Mastery); Professionalism (Advanced/Mastery)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session II**

## 23. **Protect Our Schools Together (POST)**

*Presenters: Caitlin Rollo, Aaron Dockser*

NEA has created POST, a tool that allows individual NEA members, potential members, students, parents, and community members to document various situations in real time, such as unsafe conditions, violations of health and safety agreements, or inappropriate management activity and responses that could lead to COVID-19 outbreaks. During this interactive training, NEA field staff will help participants develop and implement effective use of POST including next steps and how to create a plan of action. They will also cover basic roll out, providing form emails, SMS messaging, hustle scripts, customized web pages, and other ways of implementing the tool. POST is a mobile friendly web form connected to NEA's membership database, NEA 360. The tool aggregates data on a local and national level, sends back regular reports to local leaders and staff, and facilitates an individual's participation in the larger project of promoting public safety through organizing in their union.

**Leadership Competency:** Advocacy (Mobilizing/Power Building)

**PGC Universal Standards:** Health & Safety (Foundational); Communication (Advanced/Mastery); Reporting (Foundational); Ethics (Advanced/Mastery)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I**

## 24. **Secondary Trauma Support for ESPs**

*Presenters: Danielle Logan, Brytan Felter*

Participants will gain a better understanding of trauma and secondary trauma (aka compassion fatigue), and discuss how they may affect work-life balance. This will include COVID-19 related trauma. Participants will learn how to use the Professional Quality of Life Self-Assessment tool to measure their current levels of secondary trauma and discuss self-care and resilience-building strategies. This workshop will involve breakout groups, a safe space to share experiences, and opportunities to build community with peers and colleagues. To facilitate a safe space, breakout groups will not be recorded.

**Leadership Competency:** Leading Our Professions (Foundational)

**PGC Universal Standards:** Health & Safety (Foundational); Professionalism (Proficient)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session II**



# CONFERENCE WORKSHOPS *(continued)*

## 25. **Student Behavior: De-escalation Strategies and Student Rights**

*Presenters: Suzanne Harris, Rhodie Sims*

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 the ESP Professional Growth Continuum (PGC) universal standards to develop a plan for additional growth using interactive, engaging virtual programs and guided questions.

**Leadership Competency:** Leading Our Professions (Foundational)

**PGC Universal Standards:** Communication (Proficient/Advanced Mastery); Cultural Competence (Foundational); Ethics (Foundational/Proficient)

**Relevant for educators:** Pre-K through High School

**Session I & II**

## 26. **Supporting Grieving Students During the COVID-19 Pandemic**

*Presenter: Dr. David Schonfeld*

Even prior to the pandemic, grief was common in the lives of children. The death of a close family member or friend can have a profound and long-term impact on children's psychological adjustment, academic achievement, and personal development. Education support professionals (ESPs) play a critical role in providing support to grieving students. The current pandemic poses multiple challenges to meeting grieving students' needs for support at a time when adults are also experiencing substantial loss and stress. This session will discuss the unique challenges of supporting grieving students during the pandemic, offer practical strategies for helping students cope with loss, and highlight free resources available through the Coalition to Support Grieving Students, of which NEA is a founding member.

**Leadership Competency:** Leading Our Professions (Mobilizing/Power Building)

**PGC Universal Standards:** Communication (Proficient/Advanced Mastery); Professionalism (Proficient)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session II**

## 27. **Taking Advantage of Unforeseen Opportunities to Protect and Grow Membership**

*Presenters: Shannon Alston, Martin McDonough*

Unforeseen circumstances, such as the global COVID-19 pandemic we are experiencing can be an opportunity for our Association. In this session, we will share tried and true tactics to protect and grow membership when faced with unexpected challenges. Participants will discuss and learn how to use some of these same tactics to form a path to a stronger union as things return to "normal" and beyond.

**Leadership Competency:** Organizing (Mobilizing/Power Building)

**PGC Universal Standards:** Professionalism (Advanced/Mastery); Communication (Advanced/Mastery)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I & III**

# CONFERENCE WORKSHOPS *(continued)*

## 28. **Talking Race: Grounding Our Understanding to Effectively Talk About Race and Racial Justice**

*Presenters: Wanda Newman, Hasheen Wilson, Lisa Jennings*

This session will provide an introduction to the different levels of racism and its impacts on institutions and systems. Participants will learn why a race equity and racial justice lens is critical to the work of everyone on the education team. Interactive activities and tools will be introduced to support the development of a racial analysis, along with basic resources to engage in constructive discussions about race.

**Leadership Competency:** Advocacy (Mobilizing/Power Building)

**PGC Universal Standards:** Cultural Competence (Advanced/Mastery); Ethics (Foundational); Professionalism (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I & II**

## 29. **The Power in Partnerships and Alliances with Communities of Color**

*Presenters: Sedelta Oosahwee, Melody Gonzales*

In 2020 we witnessed the devastation of a global pandemic, more Black lives tragically lost at the hands of law enforcement, and a contentious election followed by political unrest. This state of affairs will continue to impact the lives of our students, especially students of color. Education support professionals have the opportunity to work with their school communities and local unions to partner with organizations led by, and working with, communities of color to advance racial justice efforts and create the conditions in which all students can thrive. This interactive session, featuring diverse NEA partner organizations, will provide participants with the opportunity to learn more about the NEA's Community Advocacy and Partnership Engagement (CAPE) work, gain a deeper understanding of the key issues impacting communities of color, and learn from examples of successful partnerships that can help local NEA affiliates better collaborate with diverse organizations in their communities to create the change our students need.

**Leadership Competency:** Organizing (Mobilizing/Power Building)

**PGC Universal Standard:** Cultural Competence (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I**

## 30. **The Social Emotional Intelligence Leadership Journey**

*Presenters: Katherine Bishop, Benita Moyers, Clinton Smith*

Now more than ever, education leaders need to learn to navigate challenges of current crisis and change to lead healthy and productive lives and model for others the often overlooked, social and emotional skills of leadership. This session will provide an overview of the NEA Leadership Competency Framework and introduce participants to a new addition, a 7th competency: Social Emotional Intelligence. This interactive workshop will help educators explore ways to deepen their awareness and practice of the knowledge, skills, and behaviors that create healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions.

**Leadership Competency:** Social Emotional Intelligence (Foundational)

**PGC Universal Standard:** Cultural Competence (Foundational)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I**



# CONFERENCE WORKSHOPS *(continued)*

## 31. **The “S” Word: The Role of Schools in Preventing Suicide**

*Presenter: Brandy Brooks, EdD*

Education Support Professionals (ESPs) are uniquely positioned to recognize the signs of suicide and self-injury and make the appropriate referrals for help. In order to be able to recognize the warning signs, all ESPs need training to acquire the 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 (Foundational)

**PGC Universal Standard:** Health & Safety (Proficient)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I & III**

## 32. **Using Effective Communication to Build Partnerships with Families**

*Presenter: Patricia Weinzapfel*

In the past year, we have learned just how important it is to bring families into the educational process. But before we can begin to partner with families, we need to communicate with them in ways they understand and in ways that are respectful of their expertise. Sometimes the language we use to explain school practices and goals to families is complicated and full of educational jargon and acronyms. Families often find the words and authoritative tone we use off-putting, confusing and alienating. They are often overwhelmed with the amount of information we are providing, which can cause them to disengage and tune us out. Simplifying and improving our communication skills can eliminate barriers and allow us to fully engage with families as equal partners. Participants will leave with practical tips, tools, and techniques they can apply to all of their conversations, emails, text messages, and newsletters.

**Leadership Competency:** Communication (Agenda Driving)

**PGC Universal Standards:** Communication (Foundational); Cultural Competence (Foundational); Professionalism (Proficient)

**Relevant for educators:** Pre-K through Higher Education, Central Office/Districtwide

**Session I & III**

## 33. **Working Together to Stomp Out the Antecedent**

*Presenter: 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 tenets of the whole student philosophy: Healthy, Safe, Supported, Engaged, Challenged, and share how each of these tenets can impact student behavior.

**Leadership Competency:** Leading Our Professions (Foundational)

**PGC Universal Standards:** Professionalism (Foundational); Health & Safety (Foundational)

**Relevant for educators:** Pre-K through High School

**Session I**



# NCESP WELCOMES YOU TO THE 2021 ESP CONFERENCE!

Please take a moment to visit the National Council for Education Support Professionals (NCESP) website to learn more about our work and how to join.

*We look forward to connecting with you at the conference!*

Visit us at [nea.org/ncesp](https://nea.org/ncesp)

FOR MORE INFORMATION:

**[NEA.ORG/NCESP](https://nea.org/ncesp)**





# 2021 NEA ESP OF THE YEAR VIRTUAL AWARD

*Ceremony &  
Celebration*

FRIDAY 3.26 | 7 PM - 9 PM EDT

**JOIN FELLOW ESPs AND GUESTS TO CELEBRATE  
THE 2021 NEA ESP OF THE YEAR NOMINEES  
PLUS... SEE THE REVEAL OF THE 2021 RECIPIENT  
OF THIS PRESTIGIOUS HONOR!**

**FEATURING...**

- Keynote address from NEA President Becky Pringle
- Remarks from 2020 NEA ESP of the Year Andrea Beeman
- Special recognition of the 2020 NEA ESP of the Year nominees
- A virtual dance party!

**Learn more at [nea.org/espconference](https://nea.org/espconference)**

**Thank you to ESP of the Year Award sponsor** **nea** Member Benefits ([neamb.com](https://neamb.com))!

**Dress up in your  
red carpet best!**

**Share your photos  
on social media  
#ESP2021**



# NEA ESP OF THE YEAR AWARD



**Andrea Beeman, Ohio**  
**2020 NEA ESP of the Year**

## NEA ESP OF THE YEAR AWARD HISTORY

- 2020 Andrea Beeman, Ohio
- 2019 Matthew Powell, Kentucky
- 2018 Sherry Shaw, Alaska
- 2017 Saul Ramos, Massachusetts
- 2016 Doreen McGuire-Grigg, California
- 2015 Janet Eberhardt, California
- 2014 Paula Monroe, California
- 2013 Donna Schulze, Maryland
- 2012 Judy Near, Colorado
- 2011 Jameel Williams, North Carolina
- 2010 Helen Cottongim, Kentucky
- 2009 Kathleen Axtell, Washington
- 2008 Laura Vernon, Wisconsin
- 2007 Veronica Henderson, Maryland
- 2006 Nancy Toombs, Kentucky
- 2005 Kathleen Lange, Illinois
- 2004 Allyson "Sunny" Story, Iowa
- 2003 Martin F. Meyer, Idaho
- 2002 Joann Falk, Colorado
- 2001 Irma Valdespino, New Mexico
- 2000 Richard Malizia, New Jersey
- 1999 Gail Rasmussen, Oregon
- 1998 Carter Foshee, Oklahoma
- 1997 Karen Mahurin, Alaska
- 1996 Evelyn Foster, North Carolina
- 1995 Iona Holloway, Louisiana
- 1994 Eddie Middleton, Louisiana
- 1993 Doris Dortch, Alabama
- 1992 Peggy Bertollo, Delaware  
(deceased)

The NEA Representative Assembly approved the ESP of the Year Award in 1991.  
[nea.org/espoty](http://nea.org/espoty)



# 2020 NEA ESP OF THE YEAR NOMINEES

**ALABAMA**



MARY SMITH

**ALASKA**



DARYL WALKER

**ARIZONA**



JENNY MILES

**ARKANSAS**



MILDRED SCOTT

**CALIFORNIA**



DAN KIVETT

**COLORADO**



JENNIFER LATHAM

**DELAWARE**



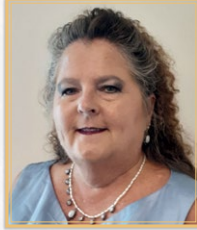
ALYSSA MARI BISCIEGLIA

**FEDERAL EA**



DONELLE PISTORINO

**FLORIDA**



MARIAN PHILLIPS

**ILLINOIS**



JULIE SPAARGAREN

**IOWA**



MICHAELLE MILLER

**KENTUCKY**



JANET ALLEN

**MAINE**



KAREN CHOATE

**MARYLAND**



DAVID PICKENS

**MASSACHUSETTS**



JOAN CEDERHOLM

**MICHIGAN**



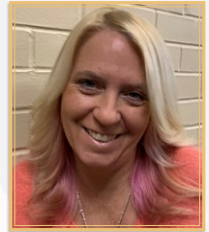
MARTI ALVAREZ

**MINNESOTA**



YASMIN MURIDI

**NEVADA**



SHERRY SYKES

**NEW HAMPSHIRE**



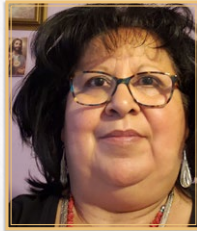
SHANNON FULLER

**NEW JERSEY**



STACY YANKO

**NEW MEXICO**



SANDRA CARRERAS ROMERO

**NEW YORK**



COLLEEN CONDOLORA

**NORTH CAROLINA**



ERICA JOHNSON

**NORTH DAKOTA**



ALEXIS MATHIAS

**OHIO**



ANDREA BEEMAN

**OKLAHOMA**



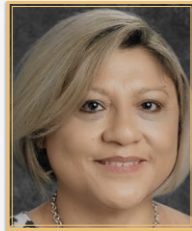
ETTA BROWN

**OREGON**



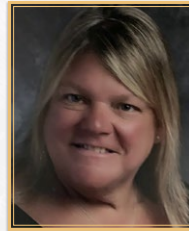
AMANDA O'SULLIVAN

**PENNSYLVANIA**



MARIA BENNETT

**RHODE ISLAND**



MARIA COLLINS

**SOUTH CAROLINA**



JOHN KAWAMOTO

**TENNESSEE**



JACQUELINE BURTON

**TEXAS**



WINNIE ROSE

**UTAH**



VERONICA CLARIDGE

**VERMONT**



CHERYL HANLEY

**VIRGINIA**



LEROY WILLIAMS

**WASHINGTON**



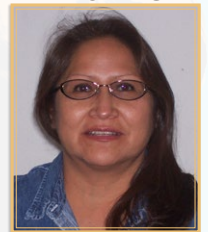
MICHELLE HAYES

**WISCONSIN**



TAMMY ERICKSON

**WYOMING**



WANITA PINGREE





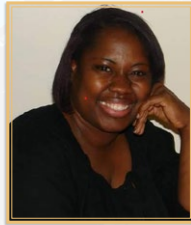
# 2021 NEA ESP OF THE YEAR NOMINEES

ALASKA



Phyllis Clough

ALABAMA



Michelle Williams

ARKANSAS



Lisa Bono

ARIZONA



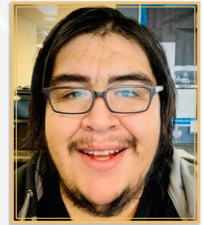
Vanessa Jimenez

CALIFORNIA



Deisy Bates

COLORADO



Eddie Chacon

FLORIDA



Roosevelt McClary

IOWA



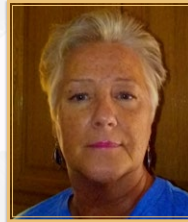
Les Pedersen

ILLINOIS



Debra Ciciora

INDIANA



Peggy Emerson

KENTUCKY



Deborah Winkler

LOUISIANA



Patricia Clark

MASSACHUSETTS



Sonia Fortin

MARYLAND



Randy Patterson, Jr.

MAINE



Heather Haskell

MICHIGAN



Jill Wheeler

MINNESOTA



Michelle Dennard

NORTH CAROLINA



Virginia Tobar

NEW HAMPSHIRE



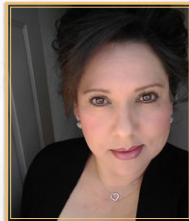
Shannon Fuller

NEW JERSEY



Kimberly Scott-Hayden

NEW MEXICO



Melissa Ames

NEW YORK



Cheryl Rockhill

OHIO



Barbara Armour

OKLAHOMA



Jennifer Thomas

OREGON



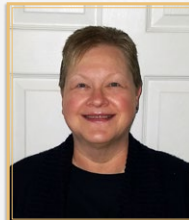
Matt Reed

PENNSYLVANIA



Heidi Moll

RHODE ISLAND



Jamie Grissom

SOUTH CAROLINA



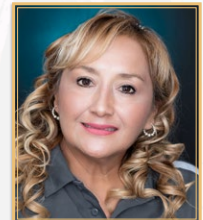
Jean Read

TENNESSEE



Joyce Gutierrez

TEXAS



Maria Hernandez

UTAH



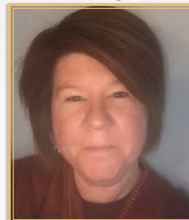
Michael Evans

VIRGINIA



Taylor Gaddy

VERMONT



Nikki Hall

WASHINGTON



Steven Alvarez

WISCONSIN



Gail Kablau

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