



EDUCATION SUPPORT PROFESSIONALS



NATIONAL CONFERENCE

# 2022 NEA ESP NATIONAL CONFERENCE

UNITING FOR A BETTER FUTURE FOR  
OUR STUDENTS, OUR EDUCATORS,  
AND OUR COMMUNITIES



MARCH 25-27, 2022 | NEW ORLEANS, LA

#ESP2022 | #WeLoveOurESPs



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 more than 14,000 communities across the United States.

#### **NEA OFFICERS**

Becky S. Pringle  
NEA President

Princess R. Moss  
NEA Vice President

Noel Candelaria  
NEA Secretary-Treasurer

#### **NEA EXECUTIVE COMMITTEE**

Mark Jewell, North Carolina  
Gladys Fatima Marquez, Illinois  
Ronald (Duff) Martin, Wisconsin  
Robert V. Rodriguez, California  
Christine Sampson-Clark, New Jersey  
Hanna Vaandering, Oregon

#### **NEA EXECUTIVE DIRECTOR**

Kim A. Anderson, Executive Director  
Karen M. White, Deputy Executive Director

# 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.



# MESSAGE FROM BECKY PRINGLE, NEA PRESIDENT



***“Keep in mind always the present you are constructing. It should be the future you want.”***

When novelist Alice Walker wrote those wise words more than three decades ago, she could have been writing about you—our strong and resilient, creative and dedicated NEA education support professionals.

During these unimaginably challenging two years, you have worked so hard in the present, while keeping your eyes focused on the bright future that we know every student deserves. You—our NEA ESPs—made it possible for our schools to reopen. Though you were also weary and worn; worried about your own families; trying to safeguard your own physical, mental and emotional health; you—our NEA ESPs—made it possible for our students to have access to the academic and social and emotional supports they always need and deserve—but have needed most especially since March of 2020. I

am so very grateful for all that you have done and continue to do for our students, for families, and for communities. During this time that has demanded so much from all of us, I have never been more proud to be an educator. You inspire me.

I am also thrilled that after two years, our union family will be together again. This year’s ESP conference will deliver professional growth, inspiration, connection, and healing that we all need so deeply.

Our time together will be grounded in the NEA Leadership Competency Framework and the ESP Professional Growth Continuum. Conference sessions will address the critical issues faced by ESPs across the nation: staffing and supply shortages, burnout, racial and social injustice, and more. Your expertise and experiences will transform these necessary discussions into actions that will advance your professional practice, and invigorate you with the information and tools that will help you continue to provide critical support to students, colleagues, and communities. This conference will offer networking and leadership opportunities, along with the resources you need to advocate for your professions.

We have envisioned this conference as a community of care—one that will encourage you to take a deep, re-centering breath and revitalize yourselves with new energy, new purpose, and new ideas. Most importantly, we are committed to providing you with these valuable experiences in an environment where safety will be our highest priority.

Thank you for your phenomenal, unstoppable work. Together, we will support and strengthen the professional excellence of our entire education family.

I love you, ESPs. I look forward to seeing you at the conference.

In solidarity,

A handwritten signature in black ink that reads "Becky Pringle". The script is fluid and cursive, with a large, elegant loop for the letter 'B'.

Becky Pringle  
NEA President



# WELCOME FROM NEA ESP PLANNING COMMITTEE

**Thank you for joining us as we come together to learn, share, grow, and celebrate!**

Dear ESP Conference Attendee,

The NEA ESP Conference Planning Committee welcomes you to NEA's premier professional development opportunity for education support professionals across the nation. We are confident this experience—designed for ESPs, by ESPs—will provide you with the tools you need to enhance your professional and leadership growth. Over the past two years, our country has seen how essential ESPs are to our school communities. With this in mind, we have worked hard to ensure you will leave this conference inspired, empowered, supported, and full of new ideas to share with your colleagues in your school districts, colleges, and universities as you continue creating safe and healthy learning environments for students.

Warm regards,

**The 2022 NEA ESP Conference Planning Committee**

Robert Rodriguez, Chairperson

Andrea Beeman, OH

Kevin Deely, PA

Mike Glabere, WI

Gilda Morgan-Williams, FL

Rae Nwosu, TX

Ellen Olsen, MN

Ashanti Rankin, NJ

Tammy Smith, AK





# THANK YOU SPONSORS

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## PLATINUM

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*Sponsor of the \$10,000 NEA ESP of the Year Award Cash Prize*

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## BRONZE

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**California Casualty**  
NEA® AUTO AND HOME INSURANCE PROGRAM

**College AVE**®  
STUDENT LOANS

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## EXHIBITORS

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California Casualty (*Virtual*)

College Ave Student Loans (*Virtual*)

National Council for Education Support Professionals (NCESP)

NEA Center for Professional Excellence and Student Learning

NEA Center for Racial and Social Justice

NEA Member Benefits

The NEA Foundation

The NEA Fund – NEA's PAC



# NEA'S STRATEGIC PRIORITIES

NEA's 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.

All students have access to educators who are equipped to apply a race-equity lens to their work and who are prepared to respond to the diverse needs of the school and community.

Every public school has the resources and opportunities that our best public schools have, including culturally and socially responsive instruction.

**RACIAL JUSTICE**

**MY SCHOOL, MY VOICE**

**STUDENTS**

**EARLY CAREER EDUCATORS**

**Supporting Professional Excellence**

The voice of all educators - teachers, ESP, higher education faculty and staff - is part of decision-making to ensure student success.

PK-16 systems should include association-led, educator convened professional learning that prepares practitioners to support students to succeed in a diverse and interdependent world. These systems must include peer-to-peer support and opportunities for professional transitions.





# GENERAL INFORMATION

## COVID-19 PROTOCOLS

Visit [nea.org/espconference](https://nea.org/espconference) or the registration Help Desk for the current "COVID-19 Requirements for the 2022 ESP National Conference and the COVID-19 Assumption of Risk and Waiver Liability policies."

## MASKS

Conference registrants will be provided two N95 or KN95 masks as part of their registration materials.

## TIME ZONE

All events are in Central Time, unless otherwise noted.

## BADGES

Conference registrants must wear and display their badges at all times. Individuals without a badge will be prohibited entry to conference events, sessions, workshops, and meals.

## CONFERENCE APP

Download the conference app! Instructions and login credentials will be sent to the email account you registered under.

## SCANNING

Conference registrant badges will be scanned for attendance and contact tracing at events, sessions, workshops, and meals.

## WORKSHOPS *(All workshops require registration)*

### PRE-CONFERENCE WORKSHOPS

All pre-conference workshops require registration and an additional conference fee of \$50.

**Are you interested in choosing a different pre-conference workshop?** Please inquire at the registration Help Desk. Availability may be limited.

### EARLY BIRD AND CONFERENCE WORKSHOPS

Early bird workshops and conference workshops require registration.

**Are you interested in choosing a different early bird or conference workshop?** Please inquire at the registration Help Desk. Availability may be limited.

## CONFERENCE PROVIDED MEALS

Registration	Thursday, 3/24	Friday, 3/25	Saturday, 3/26	Sunday, 3/27
Pre-conference	Breakfast & Lunch	Meals on Your Own	Breakfast, Lunch, & ESP Award Dinner	Breakfast
Conference			Breakfast, Lunch, & ESP Award Dinner	Breakfast



## ESP OF THE YEAR AWARD DINNER

Conference registrants who have RSVP'd for the ESP of the Year Award Dinner may attend. Conference registrants must reserve their seats by selecting their meal choice during the registration process.

Conference registrants must bring their badges to the dinner. Your selected meal choice is displayed on the badge and should be shown to wait staff once seated. Attendees will not be allowed entrance into the event unless their conference badge identifies they have RSVP'd for the event.

*Guest tickets will NOT be available due to COVID-19 protocols.*

## 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.

## SOCIAL MEDIA

Take the conversation online by sharing stories, photos, and insights from the conference 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 hashtags [#ESP2022](https://twitter.com/hashtag/ESP2022) and [#WeLoveOurESPs](https://twitter.com/hashtag/WeLoveOurESPs)

## NOW IS THE TIME FOR YOU TO BE COUNTED – AND YOUR VOICE TO BE HEARD!

NEA has partnered with Savanta MSI to conduct the 2022 Five-Year ESP Membership Survey. The information gained from the responses will be used by NEA to advocate for ESP interests for the next five years. In the next few weeks, you will receive an email, or a phone call from Savanta MSI with an invitation to participate in this important survey.

***So, make sure to take the survey and have your voice be heard!***

If you have any questions about this survey, please contact Melissa Hershcopf at [mhershcopf@nea.org](mailto:mhershcopf@nea.org).



# PRE-CONFERENCE SCHEDULE

## WEDNESDAY, MARCH 9

8:00 p.m. – 9:00 p.m. Eastern Time	<b>Budget Engagement:</b> Noel Candelaria, Secretary-Treasurer, National Education Association	Virtual
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## TUESDAY, MARCH 22

7:00 p.m. – 8:30 p.m. Eastern Time	<b>First-Timers Networking</b>	Virtual
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## WEDNESDAY, MARCH 23

1:00 p.m. – 5:00 p.m.	<b>Registration</b>	Preservation Hall
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## THURSDAY, MARCH 24

*Pre-conference workshops and meals are for pre-conference registrants only.*

6:30 a.m. – 5:00 p.m.	<b>Registration</b>	Preservation Hall
7:00 a.m. – 8:45 a.m.	<b>Pre-conference Breakfast</b>	Acadia
9:00 a.m. – 5:00 p.m.	<b>Pre-conference Workshops</b>	See pages 9-10
10:30 a.m. – 10:45 a.m.	<b>Break</b>	Studio Foyer
12:00 p.m. – 1:00 p.m.	<b>Pre-conference Lunch</b>	Acadia
3:30 p.m. – 3:45 p.m.	<b>Break</b>	Studio Foyer



# PRE-CONFERENCE WORKSHOPS

THURSDAY

9:00 A.M. – 5:00 P.M.

## 1. A Day of SEL from Toxic Stress to Self-Care: How ESPs Can Survive in Uncertain Times

*Christina Gordon, Erika Zamora*

Educators are feeling the pressures of the times as they balance family and personal matters with providing quality support to students and families. The pandemic has especially affected the work and wellbeing of ESPs around the country. From bus driver shortages to increased paraeducator workloads, ESPs have been overtaxed. This session will review the impact of the pandemic on the ESP workforce to foster a common understanding of pandemic-related stress and the importance of advocating for self-care. You will participate in several interactive activities and leave with useful resources for practicing self-care and advocacy.

*La Galleries 5/6*

## 2. Becoming a 21st Century ESP Leader

*Linda Estrada, Audrey Nichols, Saul Ramos, Janie White, Katie Wiese*

Education support professionals who understand their roles as leaders enhance the capacity of their Association and improve their professional excellence, regardless of their career family. Harnessing the power, experiences, and energy that ESPs bring to the table helps them develop and strengthen the skills and knowledge needed to build strong affiliates and impacts the students, families, and communities where they work.

In this pre-conference workshop, led by graduates of the NEA's ESP Leadership Institute (ESPLI), you will learn how to use the NEA Leadership Competency Framework, and additional ESPLI resources to develop a leadership development plan that you can share within your Association. Presenters will share their leadership development journeys and identify key topic areas such as "understanding and use of self," "personal strengths and weaknesses," and "advocacy through political action" for you to discuss, reflect upon, and practice during the workshop. You will be asked to complete a pre-conference assignment in order to fully participate in this workshop.

*La Galleries 3*

## 3. Building Resilience for Challenging Systemic Racism: A Trauma Healing Workshop for Education Support Professionals

*Dr. Ram Bhagat, Cara Martin-Howard, Olufemi Shepsu*

Building Resilience for Challenging Systemic Racism (BRCSR) is an interactive workshop rooted in the principles of trauma healing, restorative practices, mindfulness, and artfulness. This workshop uses dramatization and drumming to build community and establish trust as we analyze the impact of racism and oppression on schools and communities.

Dr. W.E.B. Dubois stated in 1903, "the problem of the 20th century is the problem of the color line." As we enter the third decade of the 21st century, the color line continues to perpetuate racial hierarchies that generate polarizing forces across the nation and throughout the world. BRCSR is a "journey to revelation," incorporating culturally awakened circle processes that challenge participants to unpack historical harms and uncoil the DNA of racial injustices. BRCSR is centered around the universal African principles of Ubuntu, Sawubona, and Sankofa, which empower advocates, allies, activists, and abolitionists to fully engage in open and honest dialogue about racism and oppression in the United States specifically, as well as other countries with distinct color lines, such as Brazil, South Africa, and India. This transformative cultural experience invites you to dissect, deconstruct, and defy the lie of white superiority. Paulo Freire, the renowned Brazilian educator, proposes that "the community must be uplifted by the victims of trauma, the oppressed, who must not become perpetrators, but who, through a process of self-healing, uplift the community." This workshop will provide insights and lessons learned from a four-year project on racial equity, healing, and justice that has been implemented in a US public school division.

*Balcony I/J/K*



# PRE-CONFERENCE WORKSHOPS (CONTINUED)

## 4. ESP State Staff Coordinators' Meeting

*\*This is an invitation-only meeting for ESP State Staff Coordinators.*

*Tim Barchak, Audra Makuch*

There hasn't been a more challenging time for ESPs than now, at least not in recent history. Confronted by a wide range of significant ESP workforce issues – including health and safety concerns, economic vulnerability, changing roles and responsibilities, job insecurity, and more – we must take advantage of the experience and expertise of our colleagues across the country to discuss the most pressing challenges, share solutions, and identify opportunity created by the current state of affairs. Understanding that no single person or organization has all the answers, we will use this time to leverage the collective expertise of everyone in the room so that you walk away with new learning that can be used to attract and engage members in our collective commitment to protect and strengthen public schools for all students and educators.

*Balcony L/M/N*

## 5. How to Use Collective Power to Create Political Change

*Mike Cassesso, Lee Hedgepeth, Sequanna Taylor*

The 2022 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 (CE), along with ESP political activists will lead this session on how to engage, mobilize and lead members to take action around the 2022 election. You will learn how to inspire fellow members with their personal stories, recruit members to become volunteers by making a hard ask, and train fellow members to properly execute crucial election activities like voter contact and event building. This session will include hands on training of fundamental organizing tactics, the sharing and discussion of campaign best practices, and an introduction to NEA's new suite of digital resources that are proven to increase the effectiveness of an organization's activities.

This session will help fulfill NEA's strategic objectives of securing a pro-public education environment for students and building the capacity of our local, state and national union by effectively and efficiently engaging in political actions that can create change.

This session will provide discussion topics on:

- ▶ Effective campaign strategies
- ▶ How to map your circle of influence
- ▶ What are some effective campaign strategies you have seen or been a part of?
- ▶ What are some effective campaign strategies you could create and employ?
- ▶ How can you use NEA's digital resources to take action alone and as a group?

The intended outcome of this session is for you to leave feeling informed and empowered in ways to engage friends, families, and fellow members in taking action during the 2022 election, both on your own and as part of a larger NEA electoral effort.

*La Galleries 2*

## 6. It's Really All About the Relationships!

*Floyd Cox, Brian Phillips*

This session will explore relational organizing through the lens of educators. We'll discuss passion, vision, stories, and self-interests as we consider increasing the power of the Association by getting people who have something to offer to join. Relationships involve listening and we'll practice some fun listening activities during the session. Join us as we explore relational organizing and take a glimpse into emotional intelligence!

*Studio 8/9*



# CONFERENCE SCHEDULE

## FRIDAY, MARCH 25

Early bird workshops are for all conference registrants. No conference-provided meals. The conference officially begins at 4:30 p.m.

6:00 a.m. – 6:15 p.m.	Registration	Preservation Hall
8:00 a.m. – 12:00 p.m.	Early Bird Workshops	See pages 19–21
10:00 a.m. – 10:15 a.m.	Break	Preservation Hall Foyer
12:00 p.m. – 12:45 p.m.	Lunch on Your Own (No conference-provided meals)	
2:00 p.m. – 4:00 p.m.	NCESP General Membership Meeting	La Galleries 2/3
4:30 p.m. – 5:30 p.m.	Conference Opening Session Keynote Speaker: Princess Moss, Vice President, National Education Association	Bissonet/Carondelet
5:30 p.m. – 6:30 p.m.	Reception: ESP of the Year Celebration! 2020, 2021, and 2022 ESP of the Year Nominees	Acadia

## SATURDAY, MARCH 26

Workshop sessions are for all conference registrants. Breakfast, lunch, and dinner are conference-provided meals.

6:30 a.m. – 6:30 p.m.	Registration	Preservation Hall
6:45 a.m. – 8:15 a.m.	Breakfast	Bissonet/Carondelet/Acadia Seating by membership state
8:30 a.m. – 10:30 a.m.	Workshop Session I	See pages 22–35
8:45 a.m. – 1:00 p.m.	Workshop Session I/II (4-HR Workshop)	See pages 22–35
10:45 a.m. – 12:45 p.m.	Workshop Session II	See pages 22–36
1:00 p.m. – 3:00 p.m.	Lunch/General Session Keynote Speakers: Kim A. Anderson, Executive Director, National Education Association Carole Gauronskas, Vice President, Florida Education Association	Bissonet/Carondelet/Acadia Seating by membership state
3:15 p.m. – 5:15 p.m.	Workshop Session III	See pages 22–37
6:30 p.m. – 9:00 p.m.	ESP of the Year Award Dinner Keynote Speaker: Becky Pringle, President, National Education Association	Bissonet/Carondelet/Acadia Seating by membership state



# CONFERENCE SCHEDULE (CONTINUED)

## SUNDAY, MARCH 27

*Workshop sessions are for all conference registrants. Breakfast is a conference-provided meal.*

7:00 a.m. – 8:45 a.m.	<b>Registration</b>	<i>Preservation Hall</i>
7:00 a.m. – 8:30 a.m.	<b>Breakfast</b>	<i>Bissonet/Carondelet/Acadia</i> Seating by membership state
8:45 a.m. – 10:45 a.m.	<b>Workshop Session IV</b>	<i>See pages 22–38</i>
11:00 a.m. – 12:00 p.m.	<b>Closing Session</b> Keynote Speaker: Noel Candelaria, Secretary-Treasurer, National Education Association	<i>Bissonet/Carondelet/Acadia</i> Seating by membership state



# 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 is singularly focused on using her intellect, passion, and purpose to unite the members of the largest labor union with the entire nation, and using that collective power to transform public education into a racially and socially just and equitable system that is designed to prepare every student to succeed in a diverse and interdependent world. Becky's passion for students and educators, combined with her first-hand classroom experience, equip her to lead the movement

to reclaim public education as a common good. Becky was elected in 2020 as COVID-19 ravaged Black, Brown, and indigenous communities nationwide.

Before assuming NEA's top post, Becky served as NEA vice president and before that as NEA secretary-treasurer. 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. The Association's goal is to ensure the systemic, fair treatment of people of all races so that equitable opportunities and outcomes are within reach for every student. This is why Becky is a staunch advocate for students who have disabilities, identify as LGBTQ+, are immigrants, or English Language Learners. Those who know Becky best know that she is also a passionate Philadelphia Eagles fan, loves anything purple, and for two special someones holds the coveted title of "Best Nana B" in the world.



## 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 (CONTINUED)



## 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 three years 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), teaching subjects ranging from Algebra to World History.

Noel and his wife Patty, who is a National Board-Certified teacher, are tireless advocates committed to the success of every student in their community, across Texas, and the nation. As TSTA President, Noel worked with members and local leaders across the state daily to create the best possible learning environment for our students and working environment for our educators. At the national level, Noel has worked with 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 is currently the Treasurer of the NTHF. Noel was also elected by his fellow state presidents to lead the National Council of State Education Associations (NCSEA) and served as NCSEA President this past year.

As a son of hard-working immigrants growing up in his beloved home town of El Paso, 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.



## CAROLE GAURONSKAS

Vice President, Florida Education Association (FEA)

Carole Gauronskas is Vice President of the Florida Education Association (FEA), the state's largest association of professional employees.

Carole is the first education staff professional to be elected as an officer of the FEA, and for 18 years worked as an exceptional student education (ESE) paraprofessional at Ketterlinus Elementary School in St. Augustine, Florida. In her work and within the larger community, Carole has always been driven to serve.

Carole was awarded the 2008 School Related Employee of the Year honor at Ketterlinus and was then further honored to be the first and only recipient to be named the St. Johns County School Related Employee of the Year-Runner-Up. The difference between the two top honorees was less than a percentage point and the district honored both education staff professionals for their work.

In May 2015, she was elevated to local president of the St. Johns Educational Support Professional Association. In 2018, she received FEA's Educational Staff Professional of the Year award and in October 2018, she was elected Secretary-Treasurer of the organization.

Carole and her husband, David, have one son. Adam is a graduate of the St. Johns County public schools and attends St. Johns River State College.





## **KIM A. ANDERSON**

**Executive Director, National Education Association**

As of September 1, 2019, Kim A. Anderson became the Executive Director of the National Education Association (NEA), America's largest union, representing more than 3 million educators. Anderson's lifelong commitment to breaking down barriers for others has never wavered, and with this appointment, she breaks down one of her own: she will be the first woman and first person of color to serve as NEA executive director.

She previously worked at the NEA for more than 15 years, leading some of NEA's most innovative and successful national campaigns. As NEA's senior director of the Center for Advocacy & Outreach, she led several departments, including: Campaigns and Elections, Collective Bargaining and Member Advocacy, Government Relations, Human and Civil Rights, and Minority Community Organizing and Partnerships.

Before joining NEA, she served as deputy legislative director and legal counsel to Sen. Charles Robb of Virginia, where she co-authored legislation on behalf of African-American farmers who had experienced decades of discrimination by USDA officials. The legislation paved the way for one of the largest civil rights settlements in American history at that time.

She was an associate at the law firm of Covington and Burling, and is a former member of the Central Committee of the Democratic Party of Virginia. Through decades volunteering for those in need, Anderson has kept service in support of others as a hallmark of her career and life.

Anderson received her undergraduate degree from the College of William and Mary in Williamsburg, Virginia, and received her law degree from The George Washington University where she was a member of the George Washington University Law Review, the Moot Court Board, and was the first African American woman to serve as president of the Student Bar Association. She and her husband Patrick live in Alexandria, VA and have two children.





## 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 of professionalism – Communication, Cultural Competence, Organization, Reporting, Ethics, Health and Safety, Technology and Professionalism. The NEA ESP National Conference will offer pre-conference and conference workshops that give you 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 universal standard(s) it aligns with.

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

### NEA Leadership Competency Framework

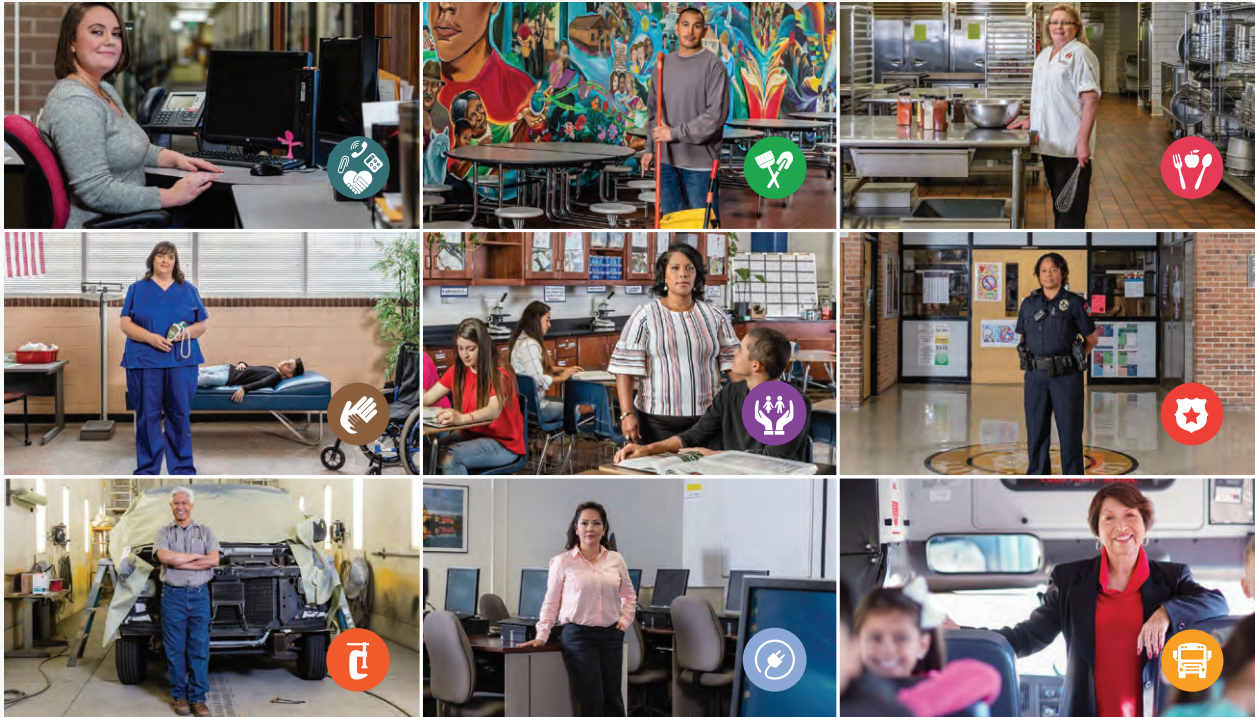
The NEA Leadership Competency Framework, developed by members and staff, offer a unified and interdisciplinary approach to leadership development, with particular attention on expanding the competencies to include skills that position educators and union members to address systemic problems, like institutional racism. The framework includes seven leadership competency domains – Advocacy, Business, Communication, Governance and Leadership, Leading Our Professions, Organizing, Social and Emotional Learning, and Strategy and Fiscal Health. These competencies are designed for activists and leaders with the knowledge skills needed to lead in their careers and professions and Associations. The NEA ESP National Conference supports your leadership development journey by offering pre-conference and conference sessions that deliver leadership development training aligned to the NEA Leadership Competency Framework. Check each workshop for its corresponding leadership competency domain.

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





## 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/pgc](http://nea.org/pgc)





NEA Leadership Competency Guide is available online at  
[nea.org/leadershipdevelopment](https://nea.org/leadershipdevelopment)



# EARLY-BIRD WORKSHOPS

FRIDAY

8:00 A.M. – 12:00 P.M.

## 1. How to Use Collective Power to Create Political Change

*Mike Cassesso, Lee Hedgepeth, Sequanna Taylor*

The 2022 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 (CE), along with ESP political activists will lead this session on how to engage, mobilize and lead members to take action around the 2022 election. You will learn how to inspire fellow members with their personal stories, recruit members to become volunteers by making a hard ask, and train fellow members to properly execute crucial election activities like voter contact and event building. This session will include hands on training of fundamental organizing tactics, the sharing and discussion of campaign best practices, and an introduction to NEA's new suite of digital resources that are proven to increase the effectiveness of an organization's activities.

This session will help fulfil NEA's strategic objectives of securing a pro-public education environment for students and building the capacity of our local, state and national union by effectively and efficiently engaging in political actions that can create change.

This session will provide discussion topics on:

- ▶ Effective campaign strategies
- ▶ How to map your circle of influence
- ▶ What are some effective campaign strategies you have seen or been a part of?
- ▶ What are some effective campaign strategies you could create and employ?
- ▶ How can you use NEA's digital resources to take action alone and as a group?

The intended outcome of this session is for you to leave feeling informed and empowered in ways to engage friends, families, and fellow members in taking action during the 2022 election, both on your own and as part of a larger NEA electoral effort.

**Leadership Competency:** Advocacy (Level 1)

**PGC Universal Standard:** Communication

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

*Balcony J/K*

## 2. Introduction to Grievance Processing

*Douglas Terwilliger*

This workshop is designed to help stewards, grievance committee members, and leaders understand how the grievance process works and how to make it more effective. We will discuss how to investigate potential grievances, how to work with members and management in meetings, how to write grievances, how to present a case, and how to advance the grievance through your contractual process, all with an emphasis on protecting the rights of your members. We will also provide information on ensuring the union has met its duty of fair representation and review Weingarten Rights and the role of union advocates in potential disciplinary meetings. You must bring a copy of your union contract in order to fully participate in this session.

**Leadership Competency:** Organizing (Level 1)

**PGC Universal Standard:** Ethics

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

*La Galleries 3*

## 3. Political Action, PACs, and Lobbying: Why ESPs Must Become Politically Involved

*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 session, you will engage with facilitators in understanding the importance of political action committees (PACs) and embracing their role in political action. You will become familiar with strategies to help boost your confidence and step outside your comfort zone. By the end of the session, you will understand the "how's and whys" of becoming a political activist, along with how to run PAC drives. You'll explore different methods of lobbying available to ensure ESP voices are heard and uplifted.

**Leadership Competency:** Advocacy (Level 2)

**PGC Universal Standard:** Communication

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

*Studio 9*



# EARLY-BIRD WORKSHOPS (CONTINUED)

## 4. Practicing Mental Wellness: Supporting Self-Care, Healthy Boundaries, and Your Full Unique Potential

*Philip McCormick*

This workshop is strengths based and explores various ways of promoting one's mental wellness. In light of the COVID-19 pandemic, the U.S. has seen a drastic increase in mental health disorders across populations. In this session, you will explore pre-pandemic and current mental health statistics along with a variety of coping mechanisms. Using an intersectional lens, we will acknowledge the various identities (race, ethnicity, gender, sexual orientation, gender identity, religion, age, socioeconomic status, ability, and more) with which participants come to the table, as well as how they affect one's experiences. You will engage in discussion around your individual strengths, as well as protective factors that can help you endure. We will also provide you with information on how to practice self-care, use coping mechanisms, establish healthy boundaries, and strive toward your full, unique potential.

**Leadership Competency:** Social Emotional Intelligence (Level 1)

**PGC Universal Standard:** Health and Safety

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

*La Galleries 5/6*

## 5. Race Talk: Effectively Facilitating Racial Justice Conversations and Engagements

*Eriece Colbert, Kelly McMahon*

Talking about racial justice in public education—constructively, honestly, and openly—is difficult. Effectively facilitating these conversations and creating intentional spaces is equally difficult. This session provides foundational frameworks and tools to create and hold the space to navigate these challenging conversations. As educator leaders, we must be ready and able to engage in the necessary conversations to advance racial justice in our schools, communities, and Association.

**Leadership Competency:** Advocacy (Level 1)

**PGC Universal Standard:** Cultural Competence

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

*La Galleries 1*

## 6. Restorative Practices as Liberatory Practice: Developing Self & Social Awareness as An Emerging Circle Keeper

*Jade Jones, Barbara Sherrod*

In this session, you will acquire tools to deepen your practice as restorative practitioners through anti-oppressive frameworks and restorative theory, including methods of self-inquiry and circle work. Join us to develop an understanding of the connection between unaddressed power dynamics and restorative practices, along with building and maintaining relationships with youth, and those being marginalized.

**Leadership Competency:** Social and Emotional Intelligence (Level 2)

**PGC Universal Standard:** Cultural Competence

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

*Balcony L/M/N*

## 7. Shine a Light on the Mess through Effective Organizing

*Lara Center, Andrea Cisneros*

ESPs provide critical services that support student learning environments through sanitation, ensuring physical safety, transportation, tutoring assistance, and nutrition among other basic needs. In these capacities, ESPs face many challenges. This workshop will take you through the trials of a food services program that put workers' pay and ethics on the line to the detriment of students. Learn how a group of food service workers made a difference by engaging colleagues, parents, and other community groups to turn this situation into a win for students. By the end of this session, you will develop a deeper understanding of your individual and collective power as ESPs, how to utilize basic organizing frameworks, and why raising your voice is critical to the well-being of students and public education.

**Leadership Competency:** Organizing (Level 2)

**PGC Universal Standard:** Health and Safety

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

*Studio 2/3*



## 8. Stop Privatization!

*Susan Nogan, Ignacio Sanchez*

In this four-hour workshop, you will develop:

- ▶ Organizing and research skills needed to prepare for possible privatization efforts,
- ▶ A portfolio of policy proposals that can make privatization more difficult, and
- ▶ Strategies to pivot to offense in the event a school district proposes to outsource ESP jobs.

You will also review how to find and use information about decision-makers to mobilize members, interest the media, and engage community allies and the public. Most significantly, you will be part of a crowd-sourcing exercise to compile information on some of the most notorious privatizers.

To participate fully, you are encouraged to bring a device (laptop or tablet).

**Leadership Competency:** Advocacy (Level 3)

**PGC Universal Standard:** Communication

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

*Studio 7/8*

**Leadership Competency:** Governance and Leadership (Level 2)

**PGC Universal Standard:** Professionalism

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

*La Galleries 2*

## 9. Taking Control of Your Future: Developing a Plan for Leadership and Career Development

*Shondea Chapman, Kisha Davis-Caldwell, Cory Wofford*

This session is for ESP leaders who are ready to learn how to assist other ESP leaders in mobilizing and power building. Developing an understanding of the importance of learning to lead and sharing leadership values not only enhances ESPs' capacity within their associations but also advances professional excellence. In this session, you will self-assess your current leadership competency with the NEA Leadership Competency Framework and level of professional growth across NEA's ESP Professional Growth Continuum's universal standards. As a takeaway, you will leave with a plan that will assist you in determining strengths and areas of growth, positioning you to achieve your highest vision for yourself and for leadership within your association. You will be asked to complete pre-conference assignments in order to fully participate in the workshop.



# CONFERENCE WORKSHOPS

## 4-Hour WORKSHOPS

Session I/II	Saturday	8:45 a.m. – 1:00 p.m.
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## 2-Hour WORKSHOPS

Session I	Saturday	8:30 a.m. – 10:30 a.m.
Session II	Saturday	10:45 a.m. – 12:45 p.m.
Session III	Saturday	3:15 p.m. – 5:15 p.m.
Session IV	Sunday	8:45 a.m. – 10:45 a.m.

### 1. A PGC-Based Model for Organizing & Developing ESP Leaders (Sessions I, III)

*Lynn Malarz, Elise Robillard*

Wyoming has successfully implemented a model that engages ESPs across the spectrum, identifies and trains ESP leaders, and engages potential members in meaningful discussions and learning. Participants in this interactive session will gain a deeper understanding of the ESP Professional Growth Continuum and the NEA Leadership Competencies, how they stimulate interest in our work and deepen Association involvement. Participants will leave this session with a concrete model to help others understand and use the PGC and NEA Leadership Competencies that can be adapted to their local needs and circumstances.

**Leadership Competency:** Leading Our Professions (Level 2)

**PGC Universal Standard:** Professionalism

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

**Session I:** *La Galleries 2*

**Session III:** *Riverview I*

### 2. Across The Bridge: Connecting Locals through Professional Development (Sessions II, IV)

*Dr. Primrose Cameron, Ron Pollard*

This session will allow you to explore how to design and implement a professional development training series for education support professionals in your local or state. Presenters will share the details of the Across the Bridge statewide project, a successful example that led to building leadership amongst Florida members. You will have an opportunity to learn more about the impact

of building local engagement through consistent and collaborative training for professional growth. You will receive examples of successful workshop topics and sources for additional ideas to prompt members to learn more about union work.

**Leadership Competency:** Leading Our Professions (Level 2)

**PGC Universal Standard:** Professionalism

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

**Session II:** *Balcony I/J*

**Session IV:** *Studio 9*

### 3. Attacks on Education: Who is Behind Them and How Do We Respond? (Sessions I, III)

*Susan Nogan*

This session will explore how adversaries of public education and organized labor use disinformation to divide communities, undermine faith in democratic institutions, and foster hostility toward educators and school board members for cynical political motives. We will also explore the impact of their efforts on students, school employees, and communities. Finally, participants will develop strategies to counteract disinformation, engage community allies, and support the freedom to learn.

**Leadership Competency:** Advocacy (Level 3)

**PGC Universal Standard:** Cultural Competence

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

**Session I:** *La Galleries 3*

**Session III:** *Balcony I/J*



#### 4. Building Bridges Not Walls (Sessions I, IV)

*Sue Brandt*

In this session, participants will develop strategies to strengthen education team relationships. We will focus on professional issues as we work with school administrators, coalitions, and communities to develop a cohesive team and create a more positive work environment to protect public education in the midst of staffing shortages. This workshop will focus on communication methods for all ESPs – those working in Pre-K-12 schools and institutions of higher education. This session will include large and small group discussion activities. Be prepared to engage!

**Leadership Competency:** Communication (Level 1)

**PGC Universal Standard:** Communication

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

**Session I: *Balcony K***

**Session IV: *La Galleries 6***

#### 5. Building Reps, First Line of Defense (Session I)

*Chante Doran, Tameka Mays*

Building Representatives are the backbone of local structure. If used correctly, they can build capacity, share information, advocate for members, and play a vital role in district and staff procedures. Join this session to learn how to identify, approach, and train new leaders and increase your association's member engagement.

**Leadership Competency:** Organizing (Level 2)

**PGC Universal Standard:** Professionalism

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

***La Galleries 4***

#### 6. Changing the Lens to Change the Outcome

(Session I/II) 4-hr Workshop: 8:45 a.m.–1:00 p.m.

*Christina Gordon*

In this session, you will gain practical ideas to build emotional resilience as ESPs. Learn to take responsibility for your emotional well-being in the face of trauma and secondary traumatic stress by cultivating your resilience to better meet student needs. This 2-part session is based on Elena Aguilar's workbook, *Onward: Cultivating Emotional Resilience in Educators*, and will incorporate

meaningful exercises you can easily take back to your respective roles and work environments. Self-care is important, whether you are a paraeducator or bus driver. Focus on your own well-being by cultivating resilience to change the outcome for yourself and the students you work with daily.

**Leadership Competency:** Advocacy (Level 1)

**PGC Universal Standard:** Social and Emotional Intelligence

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

***Riverview I***

#### 7. Creating Effective Health and Safety Committees for the Promotion of Healthy, Safe, and Just Schools (Sessions I, III)

*Joel Solomon*

Learn how to create effective health and safety committees and engage in collective action to identify and address pivotal health and safety issues in your workplace. We will discuss the importance of including a variety of stakeholders (e.g., ESPs, SISPs, teachers) on committees, identify how equity intersects with health and safety, explore how to use health and safety issues to foster the development of leaders at all levels of your Association, and share the tools NEA is developing for these purposes. We'll also conduct hands-on exercises to building health and safety committees. Whether you're new to health and safety or experienced in the work, you'll walk away from this session with a plan for how to establish, deepen, or expand your Association's health and safety work.

**Leadership Competency:** Advocacy (Level 2)

**PGC Universal Standard:** Health and Safety

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

**Session I: *Balcony I/J***

**Session III: *Lafayette/Napoleon***



# CONFERENCE WORKSHOPS (CONTINUED)

## 8. Deconstructing Whiteness: Understanding White Privilege and White Fragility

(Session I/II) 4-hr workshop: 8:45 a.m.–1:00 p.m.

*Eriece Colbert, Lisa Jennings, Kelly McMahon*

In this session, you will engage in critical discussions about how implicit bias impacts our everyday experiences and interactions. Working in small groups, you will apply the content to begin facilitating racial and social justice conversations. You'll also participate in the necessary self-reflection or mirror work to extend your understanding of the core content. To counter the impact of white supremacy culture, we must understand how power, social oppression, and privilege have created systemic inequity and how racism has impacted our communities. By deconstructing white privilege and white fragility, we can engage in intentional ways to advance racial justice and liberation.

**Leadership Competency:** Social and Emotional Intelligence (Level 1)

**PGC Universal Standard:** Cultural Competence

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

*Lafayette/Napoleon*

## 9. Digital Footprint 2.0 and Utilizing SEL Apps

(Session I)

*Sabina Ellis*

Learn how to protect your digital footprint by managing your daily activities when it comes to identifying the four digital domains. This session will also teach you how to enable "Private Relay" on your mobile device in order to protect your internet protocol (IP) address and how to integrate social and emotional learning (SEL) skills using apps that are crucial when managing these digital components.

**Leadership Competency:** Communication (Level 1)

**PGC Universal Standard:** Technology

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

*Studio 2 (Tech)*

## 10. Embracing All Families: Welcoming School Environments (Sessions I, IV)

*Wanda Newman, Antoinette "Toni" Smith*

Families are a major focus point in the Human Rights Campaign (HRC) Welcoming Schools Program. This session will help you explore ways to create an affirming and welcoming school environment that embraces all kinds of family structures. You will examine ways for students to see a reflection of their lives while opening windows into the lives of people very different from them. You'll also consider ways for educators to communicate and plan schoolwide events beyond the cis-heteronormative perspective.

**Leadership Competency:** Social and Emotional Intelligence (Level 2)

**PGC Universal Standard:** Cultural Competence

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

*La Galleries 1*

## 11. Empowering Our ESP Members to Impact Local School Board Elections

(Session I/II) 4-hr workshop: 8:45 a.m.–1:00 p.m.

*Lee Hedgepeth*

Local Education Associations are currently under attack from anti-public education opponents across the country. This session will help ESP leaders and members prepare to engage in upcoming school board races and stem the tide against public education, ESPs, and teachers. It will also demonstrate how ESPs can use their role as local leaders to build parental and community support for public schools. You'll get materials to help assess your local association's current capacity to engage in school board races. You'll learn how to recruit candidates, organize by worksites, communicate the importance of member engagement, and increase member turnout for key school board races. By the end of this session, you will understand the importance of political action at the local level and how to win races.

**Leadership Competency:** Organizing (Level 2)

**PGC Universal Standard:** Communication

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

*Riverview II*



## 12. Equitable Discipline and the Role of an ESP

(Sessions I, III)

*Nani Lium, Keri Roberts*

This presentation is rooted in relational equity and culturally responsive social-emotional learning. You will learn about the important connection between authentic relationships with students, families, and staff members and their impact on student success, resiliency, and hope. You will also explore how personal bias impacts disciplinary decisions and actions.

**Leadership Competency:** Social Emotional Intelligence (Level 1)

**PGC Universal Standard:** Cultural Competence

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

*Studio 7/8*

## 13. Equitable School Employee Wellness (Session IV)

*Yosmary Rodriguez, Brandon Stratford*

With funding from the CDC Division of Adolescent and School Health, Child Trends is developing a toolkit to help school districts create a comprehensive approach to employee wellness. In this session, you will learn about the many domains of wellness and how communities, school districts, and school leaders can create safe and healthy work environments. You will also learn about organizational change strategies that focus on equity and inclusion, including an understanding of the critical role that school employees play in addressing employee wellness. Finally, you will engage in small group activities designed to apply what you've learned. You will conduct a mock planning session to enhance your ability to educate community and school leaders about comprehensive school employee wellness.

**Leadership Competency:** Social Emotional Intelligence (Level 2)

**PGC Universal Standard:** Health and Safety

**Relevant to educators:** Pre-K through 12, Central Office/Districtwide

*La Galleries 5*

## 14. Equity in Schools through Clerical Services Staff

(Session I/II) 4-hr workshop: 8:45 a.m.-1:00 p.m.

*Lama Chikh, Barbara Cruz*

In this session, you will gain an awareness and deeper understanding of ways to engage, build relationships, and communicate with the diverse backgrounds of students and families. This course is designed to help ensure that students experience a positive, consistent, safe, unbiased and equitable space wherever they are in schools.

**Objectives:**

- ▶ Describe ways to identify and respond to racism, discrimination, and stereotypes in schools
- ▶ List strategies to support cultural responsiveness and anti-biased ways
- ▶ Describe ways to foster and support a safe, positive, and culturally inclusive environment
- ▶ Explain ways students' family, language, ethnicity, race, gender identity, sexual orientation, economic background, and other cultural assets impact behavior and learning
- ▶ Describe strategies to support cultural inclusion and responsiveness
- ▶ Demonstrate respectful behavior when working with diverse students

This session's content was designed to meet Washington State's cultural competency, diversity, equity, and inclusion (CCDEI) standards initiative.

**Leadership Competency:** Advocacy (Level 1)

**PGC Universal Standard:** Cultural Competence

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

*St. Charles*



# CONFERENCE WORKSHOPS (CONTINUED)

## 15. Escaping Privatization (Sessions I, IV)

*Joann Houck, Gillian Raye*

The journey of problem solving, thinking quickly and working together helps you defeat the privatization pirate. Unlock the power to escape privatization. Gather clues to unlock the escape room treasure chest. This workshop will help increase your communication skills in your local, county, and state that are needed to help in the fight against privatization. It will give you the tools to prioritize, plan, and execute tasks that are needed to efficiently and effectively execute the steps that have to be taken prior to privatization knocking on your doors. Come learn how to carry out these steps, and present in a professional manner.

**Leadership Competency:** Organizing (Level 2)

**PGC Universal Standard:** Communication

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

**Session I:** *Studio 3/4*

**Session IV:** *Balcony I/J*

## 16. ESP Mentoring – Keys to Success (Sessions I, III)

*Kim Grousbeck, Joy Huber, Colette Smith, Ken Volante, Laura Warren*

This workshop builds on the experience of the Lebanon, Oregon mentor program now in its second year. The workshop uses the resources, model, and materials developed in the NEA ESP Peer Mentor training. You will explore the collaborative approach of ESP mentoring, including program development, roles and responsibilities, funding, integrating the program with professional development, and NEA's micro-credentials, as well as common problems encountered and potential solutions. This high-energy session will keep you engaged with a focus on member empowerment in the profession.

**Leadership Competency:** Leading Our Professions (Level 2)

**PGC Universal Standard:** Professionalism

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

*Studio 9*

## 17. ESP Peer Mentoring: Supporting Members from Day 1 (Sessions I, III)

*Stephanie Dupras, Quanyet Gibbs, Connie Joniec, Gloria Mantagaris*

Formal ESP peer mentoring programs support ESPs at all stages of their careers and all education levels with the specialized, targeted workplace preparation and support crucial for empowering ESPs and advancing their professional excellence. Join us to learn the story of three ESP peer mentoring programs as they share how you can start your own ESP peer mentoring program in your district, university/college, or worksite.

**Leadership Competency:** Leading Our Professions (Level 3)

**PGC Universal Standard:** Professionalism

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

*Balcony M/N*

## 18. First-time Filmmaking – Advocating & Recruiting Using Videos! (Session II)

*James Henderson*

Have you ever wanted to learn the basics of creating stunning videos to enhance your digital advocacy skills but didn't want to spend a lot of money on expensive equipment or tedious courses? This workshop will demonstrate how you can use your smart phone to create great videos with sound, and develop techniques to create cinematic effects. You'll have access to free software to allow you to professionally edit your videos. You will leave with all the tools to start creating videos immediately with access to additional resources to enhance your skills without breaking your budget! (Personal smartphone required)

**Leadership Competency:** Communication (Level 2)

**PGC Universal Standard:** Technology

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

*Studio 2 (Tech)*



## 19. Food Justice is Racial Justice: Advancing Food Justice by Uplifting Student and Family Voice

(Sessions I, III)

*Lacy Stephens*

Throughout the COVID-19 pandemic, the importance of schools as community access points for nutritious foods became even more apparent. Food injustice can be seen in school meals that are less nutritious, lower quality, or do not reflect their cultural preferences. Farm-to-school initiatives, including all the ways that kids eat, grow, and learn about food in schools, early care, and other education settings, are one set of strategies to engage students and families in their food program and their local food system. Join this session to learn how farm-to-school initiatives connect communities to their local food system and advance food justice initiatives in schools. Learn from experts and educational partners in this area of food justice. You'll have the opportunity to put your learning into action by developing an action plan to identify opportunities and strategies to engage their school community in food justice efforts.

**Leadership Competency:** Advocacy (Level 2)

**PGC Universal Standard:** Cultural Competence

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

*La Galleries 6*

## 20. How ESPs Can Lead in the Fight for Climate and Environmental Justice for All (Session II)

*Justin Thompson*

The devastating impacts of climate change are threatening our students' and educators' communities, health, well-being, and future. This is particularly true for communities of color and under-resourced communities. Younger generations are increasingly concerned about the damaging effects of climate change, and educators must have the tools to guide them. Advocate for climate and environmental justice and walk away from this session with larger working knowledge of how education and environmental justice can work together. Leave with tangible policies and programs you can advocate for in your own communities.

**Leadership Competency:** Leading Our Professions (Level 1)

**PGC Universal Standard:** Health and Safety

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

*La Galleries 1*

## 21. I'll Be Your Voice (Sessions II, IV)

*Tilesa McFee, Sabrina Metz*

"I'll Be Your Voice" is an interactive workshop designed to empower educators to be a bridge for students unable to communicate their needs or wants. The goal is to support ESPs as they learn to aid students in the communication process. The course is designed to empower you to help students find their "voice." You will learn 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 your learners to success.

**Leadership Competency:** Leading Our Professions (Level 1)

**PGC Universal Standard:** Communication

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

**Session II:** *La Galleries 6*

**Session IV:** *Balcony K*



# CONFERENCE WORKSHOPS (CONTINUED)

## 22. Implicit Bias: Restorative Justice – Positive Impacts for Successful Outcomes for Students

(Sessions II, III)

*Aneeka Ferrell*

This workshop is designed to create a space where you can identify your own personal implicit biases that impact how you respond to students of color and others in marginalized groups within your educational spaces. You will identify the tiers of restorative justice while learning to understand the positive impacts that implementing restorative justice can play in your educational environments. You will learn how restorative justice implementation can repair harms and improve relationships, thus resulting in positive outcomes for students, peers, and community.

**Leadership Competency:** Social and Emotional Intelligence (Level 2)

**PGC Universal Standard:** Cultural Competence

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

**Session II:** *La Galleries 3*

**Session III:** *La Galleries 5*

## 23. Introduction to Grievance Processing (Session III)

*Douglas Terwilliger*

This workshop is designed to help stewards, grievance committee members, and leaders understand how the grievance process works and how to make it more effective. We will discuss how to investigate potential grievances, how to work with members and management in meetings, how to write grievances, how to present a case, and how to advance the grievance through your contractual process, all with an emphasis on protecting the rights of your members. We will also provide information on ensuring the union has met its duty of fair representation and review Weingarten Rights and the role of union advocates in potential disciplinary meetings. You must bring a copy of your union contract in order to fully participate in this session.

**Leadership Competency:** Organizing (Level 1)

**PGC Universal Standard:** Ethics

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

*St. Charles*

## 24. Mental Health Management: Addressing ESPs' COVID-19 Challenges (Session III)

*Cynthia Samuel*

This session will address mental health challenges affecting ESPs due to the COVID-19 pandemic. Research suggests that support staff encounter behaviors in school settings during the pandemic that compromise student learning, interactions with colleagues and peers, and lead to a stressful work environment. The rapidity of updates to COVID-19 policies and procedures and shifts to hybrid classes and virtual learning create an unstable work environment and often leave ESPs at an emotional loss. This presentation will provide professional development strategies and interventions that promote effective student learning, access to health care resources, and cultivate mental well-being at ESP worksites.

**Leadership Competency:** Social Emotional Intelligence (Level 3)

**PGC Universal Standard:** Health and Safety

**Relevant for educators:** Pre-K through Grade 12

*Balcony K*

## 25. NEA Member Benefits: Enhancing Association Value, Providing Member Savings, and Helping to Recoup Dues (Session I)

*David Glenn, Sandra Hupp*

This session is open to all ESP members and will provide information on valuable programs and resources to help enhance your personal and professional life. Learn about creative ways to leverage NEA Member Benefits to assist with your recruitment and retention strategies. Explore the many member-only benefits available and learn how to share with your peers the many ways to recoup dues dollars. You will leave this session with expanded knowledge and tools to easily communicate the value of NEA Member Benefits and ways to save.

**Leadership Competency:** Organizing (Level 1)

**PGC Universal Standard:** Communication

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

*Balcony L*



## 26. Our Association in Action: Creating Change Through Social Justice (Sessions III, IV)

*Ryans Calmont, Lisa Jennings, Jackie Wooten*

Rooted in the vision, mission, and values of NEA, this social justice workshop will help you draw connections between achieving social justice in schools and realizing success for all students. Through interactive exercises, you will explore the levels and types of social expression, and how those play out in your work settings. You will be guided by the principles of social justice to serve as advocates for student-centered approaches to public education.

**Leadership Competency:** Advocacy (Level 1)

**PGC Universal Standard:** Cultural Competence

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

**Session III:** *Riverview II*

**Session IV:** *Balcony L*

## 27. Overworked, Over-tasked, Overwhelmed, Over-it? (Session II)

*Erika Zamora*

Self-care often gets left behind with over packed schedules. Yet we know that stress can negatively impact our lives—both at work and at home! Join us as we reflect on stress, self-care, and the ways it can affect our daily lives. We will explore methods to lessen our stress, practice self-care techniques, and access resources and practical tips that can be implemented daily.

**Leadership Competency:** Social Emotional Intelligence (Level 1)

**PGC Universal Standard:** Professionalism

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

*Balcony K*

## 28. Political Action, PACs, and Lobbying: Why ESPs Must Become Politically Involved (Session II)

*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 session, you will engage with facilitators in

understanding the importance of political action committees (PACs) and embracing their role in political action. You will become familiar with strategies to help boost your confidence and step outside your comfort zone. By the end of the session, you will understand the “how’s and whys” of becoming a political activist, along with how to run PAC drives. You’ll explore different methods of lobbying available to ensure ESP voices are heard and uplifted.

**Leadership Competency:** Advocacy (Level 2)

**PGC Universal Standard:** Communication

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

*Balcony L*

## 29. Practicing Mental Wellness: Supporting Self-Care, Healthy Boundaries, and Your Unique Full Potential (Session II)

*Philip McCormick*

This workshop is strengths based and explores various ways of promoting one’s mental wellness. In light of the COVID-19 pandemic, the U.S. has seen a drastic increase in mental health disorders across populations. In this session, you will explore pre-pandemic and current mental health statistics along with a variety of coping mechanisms. Using an intersectional lens, we will acknowledge the various identities (race, ethnicity, gender, sexual orientation, gender identity, religion, age, socioeconomic status, ability, and more) with which participants come to the table, as well as how they affect one’s experiences. You will engage in discussion around your individual strengths, as well as protective factors that can help you endure. We will also provide you with information on how to practice self-care, use coping mechanisms, establish healthy boundaries, and strive toward your full, unique potential.

**Leadership Competency:** Social Emotional Intelligence (Level 1)

**PGC Universal Standard:** Health and Safety

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

*Studio 3/4*



# CONFERENCE WORKSHOPS (CONTINUED)

## 30. Public Service Loan Forgiveness: Accessing the Temporary Waiver (Session II)

*Antwan Perry*

The COVID-19 pandemic underscored the need for immediate action related to Public Service Loan Forgiveness (PSLF). Since 2017, when the first public service workers became eligible for debt cancellation, 98 percent of those who applied for the benefit were rejected. NEA went to work and led coalition of 200 organizations urging PSLF reform. NEA pressured the U.S. Department of Education to hear from educators; our members sent nearly 50,000 personalized messages to the Department of Education this year, nearly 170,000 in last two years. This resulted in a temporary waiver that addresses the most problematic factors of the PSLF program that educators, including ESPs, can take advantage of until October 31, 2022. This workshop will go over how the waiver operates and how ESPs can access it so they may either receive immediate relief or make significant progress towards getting their student loans forgiven.

**Leadership Competency:** Advocacy (Level 1)

**PGC Universal Standard:** Organization

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

*Studio 9*

## 31. Real Talk: Creating Brave Spaces to Build Strategic Multi-Racial Coalitions (Session III)

*Brandon Cahee, Lindsay Peifer*

With the student population becoming more and more diverse, the educational workforce is not keeping pace with our nation's diversity. In fact, some politicians are trying to convert schools into ground zero for America's reckoning with all things race related. That's why it's more critical than ever for educators to be brave and create courageous spaces to combat hate. NEA's approach to advancing racial and social justice in education is to boost awareness, build capacity and spark action. Join the NEA's African American, Asian American/Pacific Islander, American Indian/Alaska Native, and Latino community liaisons from NEA's Community Advocacy

and Partnership Engagement (CAPE) team for this workshop on building relationships with BIPOC (Black, Indigenous and People of Color) communities. Hear how Critical Race Theory and family separation at the border are perpetuating white supremacy and denying students the opportunities they deserve. Use this safe space to ask questions about stopping Asian hate, and why the narrative of Christopher Columbus discovering America is problematic. Get practical ideas, tools, and resources to grow your community of anti-racist educators and allies to fulfill NEA's vision of great public schools for all students.

**Leadership Competency:** Advocacy (Level 1)

**PGC Universal Standard:** Cultural Competence

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

*La Galleries 1*

## 32. Restorative Practices as Liberatory Practice: Developing Self & Social Awareness as an Emerging Circle Keeper (Session IV)

*Jade Jones, Barbara Sherrod*

In this session, you will acquire tools to deepen your practice as restorative practitioners through anti-oppressive frameworks and restorative theory, including methods of self-inquiry and circle work. Join us to develop an understanding of the connection between unaddressed power dynamics and restorative practices, along with building and maintaining relationships with youth, and those being marginalized.

**Leadership Competency:** Social and Emotional Intelligence (Level 2)

**PGC Universal Standard:** Cultural Competence

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

*Balcony M/N*



### 33. Shine a Light on the Mess through Effective Organizing (Session IV)

*Lara Center, Andrea Cisneros*

ESPs provide critical services that support student learning environments through sanitation, ensuring physical safety, transportation, tutoring assistance, and nutrition among other basic needs. In these capacities, ESPs face many challenges. This workshop will take you through the trials of a food services program that put workers' pay and ethics on the line to the detriment of students. Learn how a group of food service workers made a difference by engaging colleagues, parents, and other community groups to turn this situation into a win for students. By the end of this session, you will develop a deeper understanding of your individual and collective power as ESPs, how to utilize basic organizing frameworks, and why raising your voice is critical to the well-being of students and public education.

**Leadership Competency:** Organizing (Level 2)

**PGC Universal Standard:** Health and Safety

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

*Riverview II*

### 34. Special Education: Its History, the IEP, and the Paraeducator (Sessions II, IV)

*Daryl Gates*

This workshop is broken into three segments: the history of special education, the individualized education program's (IEP) instructional information, and instructional strategies that the paraeducator can use to teach, re-teach or assess students. A discussion on the history of special education in America and the IEP's contents about instruction—when combined with the appropriate instructional strategies—will prepare the paraeducator to fulfill IEP requirements and assist the student in making progress on assessments.

**Leadership Competency:** Leading Our Professions (Level 1)

**PGC Universal Standard:** Professionalism

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

**Session II:** *Studio 7/8*

**Session IV:** *La Galleries 3*

### 35. Success Working Together: Strategies for Successful Partnerships between Special Education Paraeducators and Teachers

(Sessions II, III)

*Lorie Erickson, Katherine Hinson*

The key to a successful working relationship between teachers and paraeducators is having shared common values that are student-centered and put social-emotional learning at the center of instruction. It is imperative that educators meet students and families where they are. Social-emotional skills need to be in place before learning can happen, and student's basic needs (e.g. hunger and sleep) should be considered at school as well as at home. In this workshop, a paraeducator and a special education teacher will demonstrate core concepts in building positive relationships between paras and teachers. They will model a positive working relationship while describing activities they use to develop students' social-emotional skills.

**Leadership Competency:** Leading Our Professions (Level 2)

**PGC Universal Standard:** Professionalism

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

**Session II:** *La Galleries 2*

**Session III:** *Balcony L*



# CONFERENCE WORKSHOPS (CONTINUED)

## 36. Team Building for All Educators (Session II)

*Robert Powell, Adrian Vargas*

This session is an action-packed, thought-provoking workshop that will empower you with team building tools. It offers a holistic approach to NEA Leadership Competencies with a specific emphasis on “Leading Our Profession,” supplemented with “Communication,” and “Advocacy.” In this session, you will learn to engage others by identifying strengths and strengthening weaknesses. Everyone will learn how to identify roles that players have on a team to promote team success. You will engage in activities that require you to critically think and problem solve as a team. This session engages any group looking to maximize success in fulfilling its mission and leaving an impact that can empower generations.

**Leadership Competency:** Organizing (Level 1)

**PGC Universal Standard:** Communication

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

*La Galleries 5*

## 37. Train the Trainer: How to Get Fired in 10 Posts – or Less (Session IV)

*Jasmine Adkins-Brown, Monica Southworth*

Social media outlets can be used in positive ways; however, almost daily, we see them being used in ways that do not reflect educators at their best possible moment, but instead at their lowest moment. Students and educators are being pushed to their breaking point amid the COVID-19 pandemic and distance learning. This workshop will take you through the basics of social media challenges and how these challenges can lead to employment issues and possible dismissal. You will go through the adult learning process, and learn how to use this information with fellow educators in your local Association.

**Leadership Competency:** Leading Our Professions (Level 1)

**PGC Universal Standard:** Technology

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

*Studio 2 (Tech)*

## 38. Transformational Conversations: Diversity, Equity, and Inclusion (DEI) – and Impactful Dialogues to Internalize the YOU in Unions (Sessions II, III)

*Dorian Prier-Piloto, Jimalatice Thomas-Gilbert*

How are YOU showing up in your union? This session will explore having organizing conversations through a DEI lens. You will learn Johari’s Window, the Ladder of Inference, and the Story of Self, Us, and Now. This will be a deep dive into learning what you bring to your union, how you show up in the room, and the impact you leave on your members in the room.

**Leadership Competency:** Organizing (Level 2)

**PGC Universal Standard:** Cultural Competence

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

*La Galleries 4*

## 39. True Colors of ESPs (Sessions II, IV)

*Amy Evans, Mike Williamson*

True Colors® is a model for understanding yourself and others based on your communication style and temperament. The colors Orange, Gold, Green, and Blue are used to differentiate the four central True Colors® communication styles. Each of us has a combination of the four True Colors that make up our temperament spectrum, usually with one of the styles being the most dominant. By identifying your communication style (and those of others), True Colors provides insights into different motivations, actions, and communication approaches.

**Leadership Competency:** Communication (Level 2)

**PGC Universal Standard:** Communication

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

**Session II:** *Balcony M/N*

**Session IV:** *St. Charles/Lafayette*



#### 40. Understanding Students With Intersecting Challenges Related to Homelessness, Mental Health, and Adverse Childhood Experiences

(Sessions III, IV)

*Steven Winge*

Understanding our students is key to forming relationships and supporting learning. This session will provide an overview of some of the biggest challenges facing students today. You will walk away with an understanding of the issues facing homeless/highly-mobile youth, mental health, and adverse childhood experiences (ACEs). You will learn how these issues impact student learning and what resources you can use to support students such as trauma-informed and restorative practice concepts, and behavior de-escalation techniques. The session will end with how to prepare an effective organizing plan to address student, school, and community issues to enhance student support and success.

**Leadership Competency:** Leading Our Professions (Level 2)

**PGC Universal Standard:** Professionalism

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

**Session III:** *Studio 3/4*

**Session IV:** *La Galleries 2*

#### 41. Using the Professional Growth Continuum to Serve Your Association and Its Members

(Sessions I, III)

*Melody Bach-Hodnefield, Adalberto Nido*

The ESP Professional Growth Continuum (PGC) standards and self-assessment can help members identify where they want to go in their professional growth journey, learn why this growth is essential, and institute a PGC program in their districts. We will share how to use the PGC standards and assessment in your association and/or district to support the development of ESP skills as a district priority, raise awareness for bettering habits, and make a case for greater investment in your colleagues. This session will show the journey that Phoenix Union Classified Employees Association (PXUCEA) has taken to translate the PGC into a living program used to start and enhance a professional growth program. We will model conversations with district leadership and governing board members to

secure buy-in and resources to incorporate the PGC in new or established professional growth programs. Insight into our journey will also include how we are able to market the program, make learning interactive, and increase access to members unable to travel for training, those who do not speak English as their primary language, and/or those who may face challenges with technology.

**Leadership Competency:** Leading Our Professions (Level 1)

**PGC Universal Standard:** Professionalism

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

**Session I:** *La Galleries 5*

**Session III:** *La Galleries 3*

#### 42. What Effective ESP Leaders Know (Session IV)

*Mary Reed*

Serving in a leadership role in your local is not easy. Most often, new ESP leaders come on board with little training or experience, and typically, they start in leadership positions during times of crises. This candid workshop details what I have learned in my four years serving as an ESP President – the good and the bad, what works and what doesn't, and even some absurd situations you may deal with. You will walk away with knowledge of what to expect in an ESP leadership role and pick up some skills on how to handle it. Learn from others' mistakes and triumphs as we get into the "nitty gritty" of leading as an ESP in today's constantly evolving education environment. We will also help you uncover your "why" to get you through the tough times. We will tie in these strategies with the Leadership Competencies and Professional Growth Continuum.

**Leadership Competency:** Leading Our Professions (Level 2)

**PGC Universal Standard:** Communication

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

**La Galleries 4**



# CONFERENCE WORKSHOPS (CONTINUED)

## 43. You Have Got To Be Meme-ing Me! (Session III)

*Saul Ramos*

In this workshop, you will learn how to use social media and memes to help organize, get messages across to members, the community, your district, school committee, etc. We will analyze examples and identify how memes can be used to help people understand the do's and don'ts of social media and union work in general. You will explore different applications that can be used to create memes, talks about the importance of using cultural competency, and discuss how social media when used appropriately can benefit local organizing strategies.

**Leadership Competency:** Organizing (Level 2)

**PGC Universal Standard:** Professionalism

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

*Studio 2 (Tech)*



# SATURDAY WORKSHOPS (AT-A-GLANCE)

All workshops are relevant for educators in Pre-K through Higher Education, Central Office/Districtwide, unless otherwise noted.

## SESSION I/II (4-HR Workshop)

8:45 A.M. – 1:00 P.M.

- |  |                    |
|--|--------------------|
| 6. Changing the Lens to Change the Outcome                                     | Riverview I        |
| 8. Deconstructing Whiteness: Understanding White Privilege and White Fragility | Lafayette/Napoleon |
| 11. Empowering Our ESP Members to Impact Local School Board Elections          | Riverview II       |
| 14. Equity in Schools through Clerical Services Staff                          | St. Charles        |

## SESSION I

8:30 A.M. – 10:30 A.M.

- |   |                 |
|---|-----------------|
| 1. A PGC-Based Model for Organizing & Developing ESP Leaders  | La Galleries 2  |
| 3. Attacks on Education: Who is Behind Them and How Do We Respond?                                      | La Galleries 3  |
| 4. Building Bridges Not Walls   | Balcony K       |
| 5. Building Reps, First Line of Defense   | La Galleries 4  |
| 7. Creating Effective Health and Safety Committees for the Promotion of Healthy, Safe, and Just Schools | Balcony I/J     |
| 9. Digital Footprint 2.0 + Utilizing SEL Apps   | Studio 2 (Tech) |
| 10. Embracing All Families: Welcoming School Environments   | La Galleries 1  |
| 12. Equitable Discipline and the Role of an ESP   | Studio 7/8      |
| 15. Escaping Privatization  | Studio 3/4      |
| 16. ESP Mentoring – Keys to Success   | Studio 9        |
| 17. ESP Peer Mentoring: Supporting Members from Day 1   | Balcony M/N     |
| 19. Food Justice is Racial Justice: Advancing Food Justice by Uplifting Student and Family Voice        | La Galleries 6  |
| 25. NEA Member Benefits: Enhancing Association Value, Providing Member Savings, and Helping             | Balcony L       |
| 41. Using the Professional Growth Continuum to Serve my Association and Its Members                     | La Galleries 5  |



# SATURDAY WORKSHOPS (AT-A-GLANCE)

All workshops are relevant for educators in Pre-K through Higher Education, Central Office/Districtwide, unless otherwise noted.

## SESSION II

10:45 A.M. – 12:45 P.M.

2. Across The Bridge: Connecting Locals through Professional Development	Balcony I/J
18. First-time Filmmaking – Advocating & Recruiting Using Videos!	Studio 2 (Tech)
20. How ESPs Can Lead in the Fight for Climate and Environmental Justice for All	La Galleries 1
21. I'll Be Your Voice	La Galleries 6
22. Implicit Bias: Restorative Justice – Positive Impacts for Successful Outcomes for Students	La Galleries 3
27. Overworked, Over-tasked, Overwhelmed, Over-it?	Balcony K
28. Political Action, PACs, and Lobbying: Why ESPs Must Become Politically Involved	Balcony L
29. Practicing Mental Wellness: Supporting Self-Care, Healthy Boundaries, and Your Unique Full Potential	Studio 3/4
30. Public Service Loan Forgiveness: Accessing the Temporary Waiver	Studio 9
34. Special Education: Its History, the IEP, and the Paraeducator	Studio 7/8
35. Success Working Together: Strategies for Successful Partnerships between Special Education Paraeducators and Teachers	La Galleries 2
36. Team Building for All Educators	La Galleries 5
38. Transformational Conversations: Diversity, Equity, and Inclusion (DEI) and Impactful Dialogues to Internalize the YOU in Unions	La Galleries 4
39. True Colors of ESPs	Balcony M/N



All workshops are relevant for educators in Pre-K through Higher Education, Central Office/Districtwide, unless otherwise noted.

### SESSION III

3:15 P.M. – 5:15 P.M.

- |   |                    |
|---|--------------------|
| 1. A PGC-Based Model for Organizing & Developing ESP Leaders  | Riverview I        |
| 3. Attacks on Education: Who is Behind Them and How Do We Respond?  | Balcony I/J        |
| 7. Creating Effective Health and Safety Committees for the Promotion of Healthy, Safe and Just Schools                              | Lafayette/Napoleon |
| 12. Equitable Discipline and the Role of an ESP   | Studio 7/8         |
| 16. ESP Mentoring – Keys to Success   | Studio 9           |
| 17. ESP Peer Mentoring: Supporting Members from Day 1   | Balcony M/N        |
| 19. Food Justice is Racial Justice: Advancing Food Justice by Uplifting Student and Family Voice                                    | La Galleries 6     |
| 22. Implicit Bias: Restorative Justice – Positive Impacts for Successful Outcomes for Students                                      | La Galleries 5     |
| 23. Introduction to Grievance Processing  | St. Charles        |
| 24. Mental Health Management: Addressing ESPs' COVID-19 Challenges<br>(Pre-K through Grade 12)                                      | Balcony K          |
| 26. Our Association in Action: Creating Change Through Social Justice   | Riverview II       |
| 31. Real Talk: Creating Brave Spaces to Build Strategic Multi-Racial Coalitions   | La Galleries 1     |
| 35. Success Working Together: Strategies for Successful Partnerships between Special Education Paraeducators and Teachers           | Balcony L          |
| 38. Transformational Conversations: Diversity, Equity, and Inclusion (DEI) and Impactful Dialogues to Internalize the YOU in Unions | La Galleries 4     |
| 40. Understanding Students With Intersecting Challenges Related to Homelessness, Mental Health, and Adverse Childhood Experiences   | Studio 3/4         |
| 41. Using the Professional Growth Continuum to Serve my Association and Its Members   | La Galleries 3     |
| 43. You Have Got To Be Meme-ing Me!   | Studio 2 (Tech)    |



# SUNDAY WORKSHOPS (AT-A-GLANCE)

All workshops are relevant for educators in Pre-K through Higher Education, Central Office/Districtwide, unless otherwise noted.

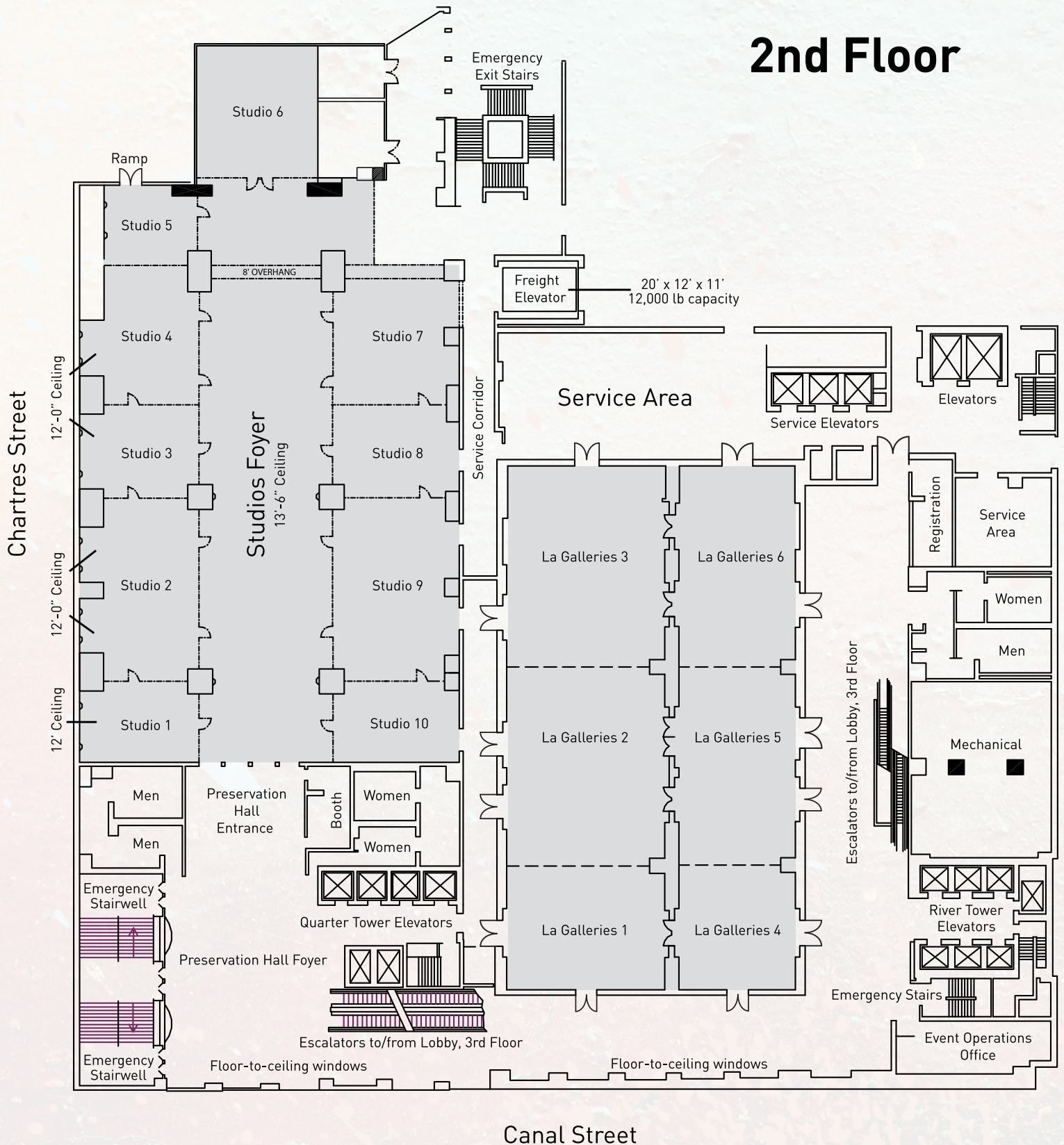
## SESSION IV

8:45 A.M. – 10:45 A.M.

2. Across The Bridge: Connecting Locals through Professional Development	Studio 9
4. Building Bridges Not Walls	La Galleries 6
10. Embracing All Families: Welcoming School Environments	La Galleries 1
13. Equitable School Employee Wellness	La Galleries 5
15. Escaping Privatization	Balcony I/J
21. I'll Be Your Voice	Balcony K
26. Our Association in Action: Creating Change Through Social Justice	Balcony L
32. Restorative Practices as Liberatory Practice: Developing Self & Social Awareness as An Emerging Circle Keeper	Balcony M/N
33. Shine a Light on the Mess through Effective Organizing	Riverview II
34. Special Education: Its History, the IEP, and the Paraeducator	La Galleries 3
37. Train the Trainer: How to Get Fired in 10 Posts or Less	Studio 2 (Tech)
39. True Colors of ESPs	St. Charles/Lafayette
40. Understanding Students With Intersecting Challenges Related to Homelessness, Mental Health, and Adverse Childhood Experiences	La Galleries 2
42. What Effective ESP Leaders Know	La Galleries 4



## 2nd Floor

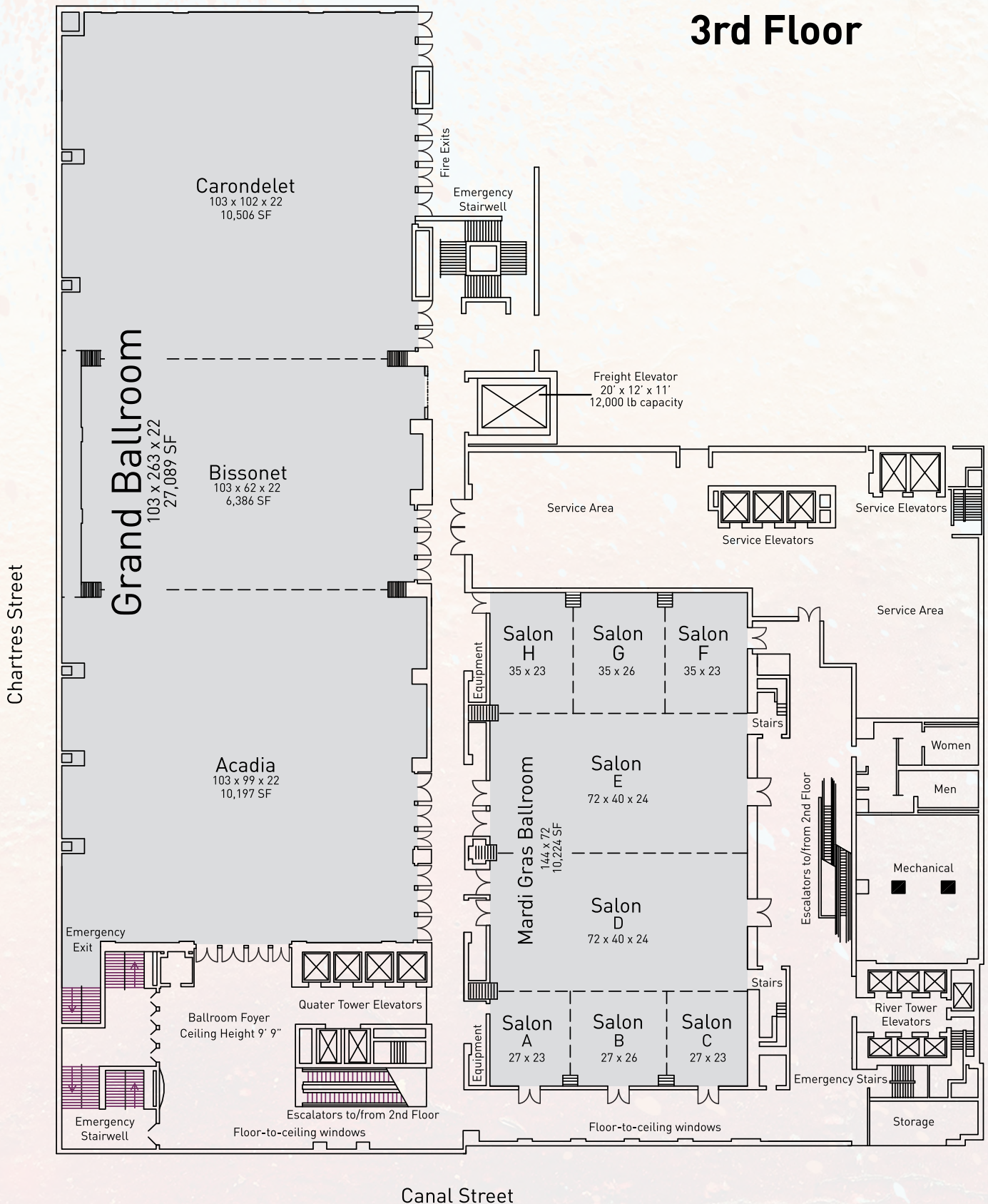




# HOTEL MAP

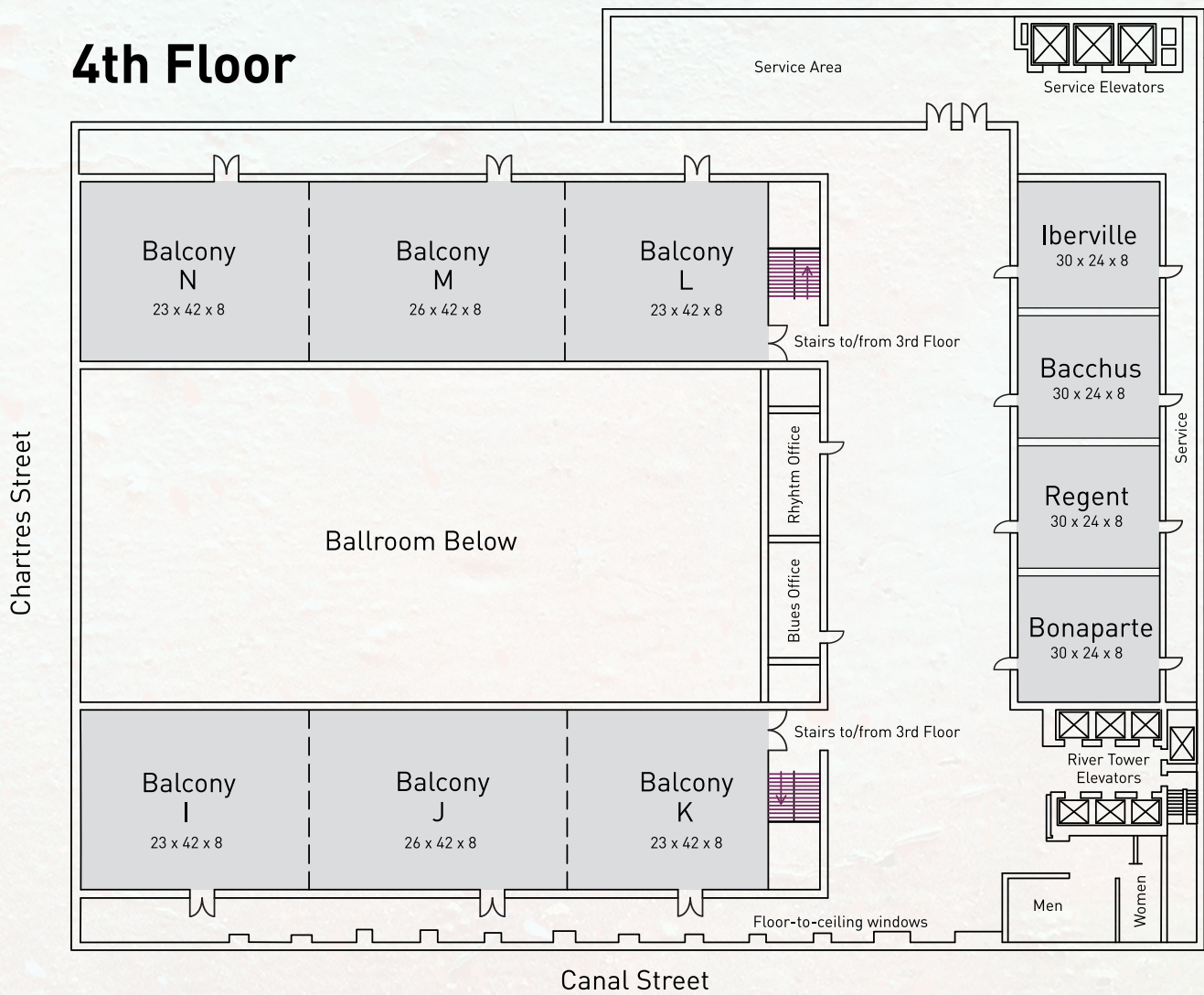
New Orleans Marriott  
555 Canal Street, New Orleans, LA, 70130

## 3rd Floor





# 4th Floor

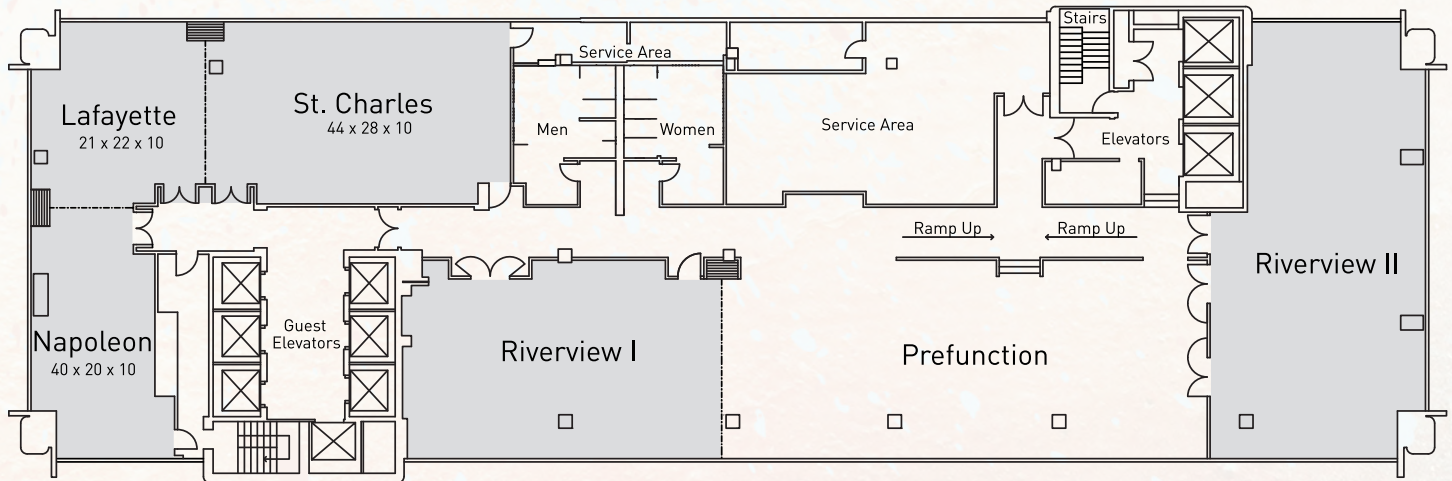




# HOTEL MAP

New Orleans Marriott  
555 Canal Street, New Orleans, LA, 70130

## 41st Floor



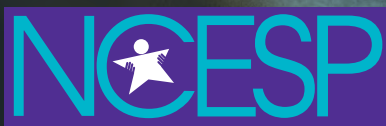


# NCESP WELCOMES YOU TO THE 2022 ESP CONFERENCE!

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!*

FOR MORE INFORMATION:

**NEA.ORG/NCESP**





# NEA ESP OF THE YEAR

# AWARD

*Reception*

FRIDAY 3.25  
5:30 PM - 6:30 PM CDT

*Dinner*

SATURDAY 3.26  
6:30 PM - 9:00 PM CDT

## FRIDAY RECEPTION

*Join us to honor and celebrate the 2020, 2021, and 2022  
NEA ESP of the Year nominees!*

- Remarks from 2020 NEA ESP of the Year Andrea Beeman
- Light refreshments and beverages served

## SATURDAY AWARD DINNER

*Dress up in your red carpet best to honor the accomplishments of NEA  
ESPs across the country – and be a part of history as the 2022 NEA ESP  
of the Year is revealed!*

- Keynote address from NEA President Becky Pringle
- Remarks from 2021 NEA ESP of the Year Kimberly Scott-Hayden
- Meet the 2022 NEA ESP of the Year!

SHARE YOUR PHOTOS  
ON SOCIAL MEDIA!  
**#ESP2022**

Thank you to ESP of the Year Award Sponsor **nea** Member Benefits



# 2022 NEA ESP OF THE YEAR NOMINEES

**ALABAMA**



Tennyson Thomas

**ALASKA**



Michelle Pennington

**ARKANSAS**



Tamara Long

**CALIFORNIA**



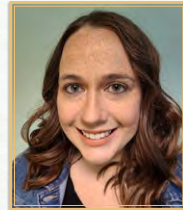
Magdalene Peacock-Butler

**COLORADO**



Jennifer Muñoz

**DELAWARE**



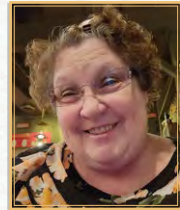
Nicole Williams

**FLORIDA**



Yamilette Toledo

**GEORGIA**



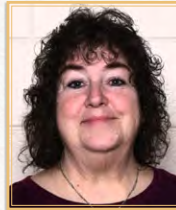
Annettea Mills

**ILLINOIS**



Debra Ward-Mitchell

**INDIANA**



Christine Barnes

**KENTUCKY**



Chiffon Winston

**LOUISIANA**



Gwendolyn Hill

**MARYLAND**



Steven Bradley Fisher

**MASSACHUSETTS**



Susan Soares

**MICHIGAN**



Roy Freeman

**MINNESOTA**



Tequila Laramée

**MISSOURI**



Allie Gassmann

**NEBRASKA**



Travis Vo

**NEW HAMPSHIRE**



Sue-Ellen Quinn

**NEW JERSEY**



Nancy Cogland

**NEW YORK**



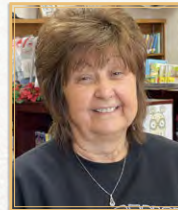
Dorothy Kamps

**NORTH CAROLINA**



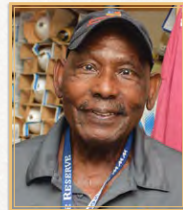
Celestine Frazier

**NORTH DAKOTA**



Debra Bertsch

**OKLAHOMA**



Jake Harris

**OREGON**



Rita Glass

**PENNSYLVANIA**



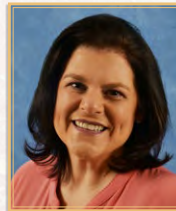
Delores Scales

**SOUTH CAROLINA**



Natalie Bolar

**TENNESSEE**



Leigh Ann Johnson

**TEXAS**



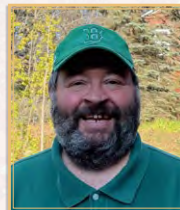
Federico Rios, Jr.

**UTAH**



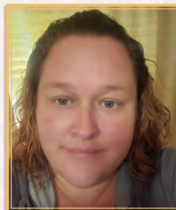
Kevan Sprague

**VERMONT**



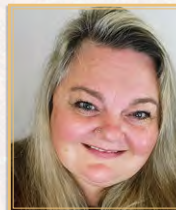
James Johnson

**VIRGINIA**



Brandi Wilder

**WASHINGTON**



Keri Roberts

**WYOMING**



Emma Wilson



# 2021 NEA ESP OF THE YEAR



*Kimberly Scott-Hayden, Inventory Control Clerk, New Jersey*

## **Kimberly Scott-Hayden**

is an inventory control clerk who also assists the supervisor of Security Services at East Orange Public Schools and is the president of the East Orange Maintenance Association in New Jersey. She is the 2021 Essex County ESP of the Year, NJEA ESP of the Year, and NEA ESP of the Year, serving as an ambassador for education support professionals (ESPs) across the country. For more than 26 years, Scott-Hayden has worked in East Orange, where she graduated and was raised by parents who were school employees in the district.

Since becoming president of her local association, Scott-Hayden has grown its membership from 40 to 400, now representing maintenance, security guards, teaching assistants and paraprofessionals. As chair of the NJEA Human and Civil Rights Committee, Scott-Hayden was instrumental in forming the NJEA Equity Alliance, through which she continually advocates for equity, diversity, and inclusion. She has also served as an officer with the Essex County Education Association, served on the NJEA Delegate Assembly and the NJEA Executive Committee, and is currently an NEA Director.

During the pandemic, Scott-Hayden has supported her school community by coordinating meal distributions, helping school resource officers with safe after school programming, and raising money for supplies to ensure the health and safety of students and families as well as educators and other frontline workers.

Kimberly recently took a position with the New Jersey Education Association as a Field Organizing Specialist.



# 2021 NEA ESP OF THE YEAR NOMINEES

ALASKA



Phyllis Clough

ALABAMA



Michelle Williams

ARKANSAS



Lisa Bono

ARIZONA



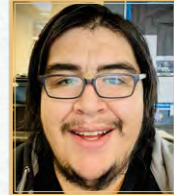
Vanessa Jimenez

CALIFORNIA



Deisy Bates

COLORADO



Eddie Chacon

FLORIDA



Roosevelt McClary

IOWA



Les Pedersen

ILLINOIS



Debra Ciciora

INDIANA



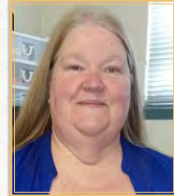
Peggy Emerson

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



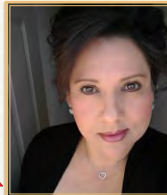
Shannon Fuller

NEW JERSEY



Kimberly Scott-Hayden

NEW MEXICO



Melissa Ames

NEW YORK



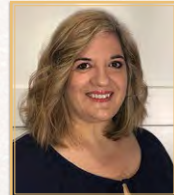
Cheryl Rockhill

OHIO



Barbara Armour

OKLAHOMA



Jennifer Thomas

OREGON



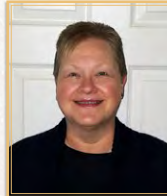
Matt Reed

PENNSYLVANIA



Heidi Moll

RHODE ISLAND



Jamie Grissom

SOUTH CAROLINA



Jean Read

TENNESSEE



Joyce Gutierrez

TEXAS



Maria Hernandez

UTAH



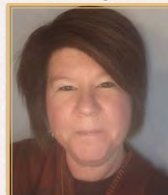
Michael Evans

VIRGINIA



Taylor Gaddy

VERMONT



Nikki Hall

WASHINGTON



Steven Alvarez

WISCONSIN



Gail Kablau



# 2020 NEA ESP OF THE YEAR



*Andrea Beeman, Special Education Paraeducator, Ohio*

## **Andrea Beeman**

is a special education paraeducator at Maple Heights High School in Maple Heights, Ohio, and the 2020 National Education Association (NEA) Education Support Professional (ESP) of the Year.

For over 19 years, Andrea has worked to support students with severe developmental disabilities, fiercely committed to giving her students three important things: love, laughter, and learning. She works one-on-one with students by supporting them in inclusion classes, providing job and career development training, and assisting with physical, occupational, and speech-language therapy.

Outside of the classroom, Andrea is staunch political activist and advocate for her community, especially when it comes to addressing the needs of those struggling with hunger or food insecurities.

Andrea is president of the Maple Organization Support Team, a member of the Ohio Education Association's Board of Directors, and an NEA ESP Board of Director-at-Large. She is a recipient of the Southeast Ohio Education Association's Friend of Education Award and is a 2021 recipient of the Ohio Recognizing Inspiring School Employees (RISE) Award.



# 2020 NEA ESP OF THE YEAR NOMINEES

ALABAMA



MARY SMITH

ALASKA



DARYL WALKER

ARIZONA



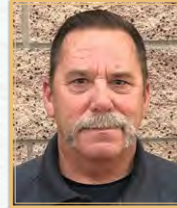
JENNY MILES

ARKANSAS



MILDRED SCOTT

CALIFORNIA



DAN KIVETT

COLORADO



JENNIFER LATHAM

DELAWARE



ALYSSA MARI BISCIEGLIO

FEDERAL EA



DONELLE PISTORINO

FLORIDA



MARIAN PHILLIPS

ILLINOIS



JULIE SPAARGAREN

IOWA



MICHAELLE MILLER

KENTUCKY



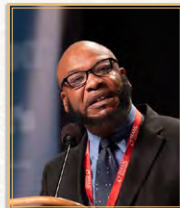
JANET ALLEN

MAINE



KAREN CHOATE

MARYLAND



DAVID PICKENS

MASSACHUSETTS



JOAN CEDERHOLM

MICHIGAN



MARTI ALVAREZ

MINNESOTA



YASMIN MURIDI

NEVADA



SHERRY SYKES

NEW HAMPSHIRE



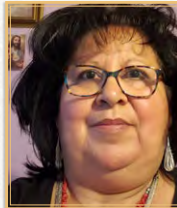
SHANNON FULLER

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



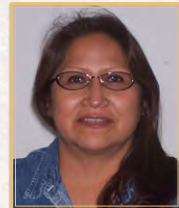
MICHELLE HAYES

WISCONSIN



TAMMY ERICKSON

WYOMING



WANITA PINGREE



# PAST NEA ESP OF THE YEAR AWARD RECIPIENTS

<b>2021</b>	Kimberly Scott-Hayden, New Jersey	<b>2006</b>	Nancy Toombs, Kentucky
<b>2020</b>	Andrea Beeman, Ohio	<b>2005</b>	Kathleen Lange, Illinois
<b>2019</b>	Matthew Powell, Kentucky	<b>2004</b>	Allyson "Sunny" Story, Iowa
<b>2018</b>	Sherry Shaw, Alaska	<b>2003</b>	Martin F. Meyer, Idaho
<b>2017</b>	Saul Ramos, Massachusetts	<b>2002</b>	Joann Falk, Colorado
<b>2016</b>	Doreen McGuire-Grigg, California	<b>2001</b>	Irma Valdespino, New Mexico
<b>2015</b>	Janet Eberhardt, California	<b>2000</b>	Richard Malizia, New Jersey
<b>2014</b>	Paula Monroe, California	<b>1999</b>	Gail Rasmussen, Oregon
<b>2013</b>	Donna Schulze, Maryland	<b>1998</b>	Carter Foshee, Oklahoma
<b>2012</b>	Judy Near, Colorado	<b>1997</b>	Karen Mahurin, Alaska
<b>2011</b>	Jameel Williams, North Carolina	<b>1996</b>	Evelyn Foster, North Carolina
<b>2010</b>	Helen Cottongim, Kentucky	<b>1995</b>	Iona Holloway, Louisiana
<b>2009</b>	Kathleen Axtell, Washington	<b>1994</b>	Eddie Middleton, Louisiana
<b>2008</b>	Laura Vernon, Wisconsin	<b>1993</b>	Doris Dortch, Alabama
<b>2007</b>	Veronica Henderson, Maryland	<b>1992</b>	Peggy Bertollo, Delaware ( <i>deceased</i> )

The **NEA Education Support Professional (ESP) of the Year Award**, presented by NEA and NEA Member Benefits, recognizes the contributions that ESPs make toward their schools, communities, and professions.

Each year, a member who demonstrates outstanding accomplishments and whose achievements reflect the vital role ESPs play in public education is presented with this prestigious award. The NEA ESP of the Year serves as an ambassador for ESPs across the country, promoting the value of ESP members at local, state, and national events. While the award showcases one outstanding ESP each year, it also recognizes and honors the contributions that all ESPs make towards ensuring great public schools for every student.

The NEA Representative Assembly approved the ESP of the Year Award in 1991. For more information, please go to: [nea.org/espoty](https://nea.org/espoty)



THERE'S SO MUCH MORE  
TO YOUR MEMBERSHIP!  
**SEE HOW NEA MEMBER  
BENEFITS CAN HELP YOU:**



### Save Money

Get special members-only deals on your favorite brands, plus discounts on travel and vacations!



### Reduce Your Student Debt

Get access to tools to help with student loans and loan forgiveness.



### Plan for Your Future

Our check-up tools, tips and planning calculators make it easy to boost your retirement planning.



### Get Tailored Insurance Coverage

We've got you covered with a variety of insurance options—and the resources to help you make the most of them.



### Manage Your Money

Make credit work for you, help with your debt and prepare for the unexpected using our resources.

VISIT [NEAMB.COM/ESPBENEFITS](https://neamb.com/espbenefits)  
OR CALL 800.637.4636

**nea** Member  
Benefits





# Supporting ESP Professional Excellence

NEA is leading and strengthening efforts to elevate Education Support Professionals (ESPs) as respected professionals essential to the success of all students, educators, schools, and communities through relevant, Association-convened, ESP-led programs and supports.

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



**“We must be in the room where decisions are made. And we must provide educators with the professional supports they need to be culturally competent and active leaders in their communities.”**

— Andrea Beeman, 2020 NEA ESP of the Year, Special Education Paraeducator, Maple Heights, Ohio

**“Any time you give people the opportunity to learn it gives them a voice. But when you give ESPs a voice and an opportunity to help other support staff know their value, then mentoring becomes invaluable.”**

— Judy Near, Health Technician (retired), Cañon City, Colorado

## ESP Professional Growth Continuum (PGC)

Develop your professional knowledge and skills using the ESP PGC to positively impact your students, your worksites, and your communities. Grounded in eight universal standards of professionalism, the PGC provides ESPs with clear pathways for professional growth throughout their careers.

[nea.org/pgc](https://nea.org/pgc)

## ESP Learning Network Webinars

Join ESP colleagues from across the country in a monthly professional development webinar on a wide variety of topics to support your professional growth. Missed a webinar? No problem! Many past webinar recordings are available now.

[nea.org/esppdwebinars](https://nea.org/esppdwebinars)

## Professional Development Offerings in Spanish

The ESP Professional Growth Continuum and the ESP Learning Network include Spanish language options. Learn more at

[nea.org/pgc](https://nea.org/pgc) and [nea.org/esppdwebinars](https://nea.org/esppdwebinars)

## NEA ESP National Conference

Attend the largest national conference for ESPs to develop the skills and knowledge to support student and school success, strengthen your educator voice through the Association, and network with the largest community of ESPs.

[nea.org/espcconference](https://nea.org/espcconference)

## ESPs: Supporting Our Own Through Peer Mentoring

Design and build effective workplace ESP peer mentoring programs to support ESP professional excellence. Available formats include in-person events, blended learning, independent learning path courses (coming soon!), and a manual to guide program development.

[nea.org/esppmentoring](https://nea.org/esppmentoring)

## Building Winning Teams: Effective Paraeducator-Teacher Teams

Develop strong paraeducator-teacher partnerships critical for student learning and success by engaging in this eight-session in-person professional learning opportunity.

[nea.org/bwt](https://nea.org/bwt)

## WHY PROFESSIONAL DEVELOPMENT FOR ESPs?

Everyone who works in schools plays a critical role in supporting student success. Learning occurs throughout the school day, in the cafeteria, the hallways, school playgrounds, athletic fields, and school buses. ESPs create experiences and conditions for healthy, safe, supported, engaged, and challenged students.





## ESP Leadership Institute (ESPLI)

Join the next generation of ESP leaders to develop leadership attitudes, skills, and knowledge that will enhance your ability to be visible, vocal advocates at the local, state, and national levels of the Association.

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

**“As a school nurse, I know the health of my students also includes their social and emotional well-being. As a school community, everyone has a critical role to play in ensuring that we meet the needs of the whole student, and the more we know, the better the outcomes for our students.”**

— Sheila Caldwell, BSN, RN, CSN-NJ,  
School Nurse, New Jersey

## ESP of the Year Award Program

Learn about the annual awards program that recognizes ESPs for the contributions they make in their schools, communities, and the Association, and their role as leaders and advocates for ESPs across the country.

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

## NEA Micro-credentials

Demonstrate your knowledge and skills and earn a micro-credential! A micro-credential is a short, competency-based recognition that ESPs can earn in a range of topics, from applying the ESP PGC standards to your role and responsibilities to working effectively in paraeducator-teacher teams.

[nea.org/micro-credentials](http://nea.org/micro-credentials)

## Student and Educator Mental Health

Learn how to support the mental well-being of your school community through blended-learning courses, webinars, and resources on social emotional learning, grief, and trauma-informed education.

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

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

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

## Integrated Pest Management (IPM)

Protect the health and safety of students and educators by learning how to control pests without harmful pesticides. IPM training and certification is now available from the IPM Institute of North America.

[contact.tbarchak@nea.org](mailto:contact.tbarchak@nea.org)

## Be Like Water: ESP Empowerment and Activism

Work for change in your school communities and beyond! Attend this two-hour virtual or in-person training for ESP activists.

[contact.tbarchak@nea.org](mailto:contact.tbarchak@nea.org)

## Protect Against the Privatization of ESP Jobs

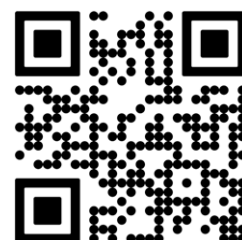
Fight to keep public education and ESP professions out of the hands of profiteers! Learn how NEA is preventing the privatization of ESP jobs and protecting the future of public education.

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

**Access or request digital and hard copies of our resources at [nea.org/esp-publications](http://nea.org/esp-publications)**



**SCAN ME!**







National Education Association  
1201 16th Street, NW  
Washington D.C. 20036  
[www.nea.org/esp](http://www.nea.org/esp)