PRE-CONFERENCE WORKSHOPS
(Thursday, March 24; 9:00 a.m. – 5:00 p.m.)

I. ESP State Staff Coordinators’ Meeting (By Invitation Only)
   Presenters: 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. This pre-conference session is an invitation-only meeting intended for ESP State Staff Coordinators.

II. How to Use Collective Power to Create Political Change
   Presenters: 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 (C&E), 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.

   As part of this session, we 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?
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III. Becoming a 21st Century ESP Leader
Presenters: 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.

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

V. Building Resilience for Challenging Systemic Racism: A Trauma Healing Workshop for Education Support Professionals
Presenters: 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.

VI. It’s Really All About the Relationships!  
Presenters: 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!

EARLY BIRD WORKSHOPS  
(Friday, March 25; 8:00 a.m. – 12:00 p.m.)

I. Taking Control of Your Future: Developing a Plan for Leadership and Career Development  
Presenters: Kisha Davis-Caldwell, Shondea Chapman, 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.  
Leadership Competency: Governance and Leadership, Level 2  
PGC Universal Standard: Professionalism  
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

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

III. Introduction to Grievance Processing
Presenter: 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

IV. Shine a Light on the Mess through Effective Organizing
Presenters: 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

V. Practicing Mental Wellness: Supporting Self-Care, Healthy Boundaries, and Your Full Unique Potential
Presenter: Philip McCormick
This workshop is strengths based and explores various ways of promoting our own 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 (e.g., race, ethnicity, gender, sexual orientation, gender identity, religion, age, socioeconomic status, ability, and more) we bring to the table, how they affect our 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
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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

VI. How to Use Collective Power to Create Political Change
Presenters: 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 (C&E), 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.

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Leadership Competency: Advocacy. Level 1
PGC Universal Standard: Communication
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

VII. Race Talk: Effectively Facilitating Racial Justice Conversations and Engagements
Presenters: 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
Leadership Competency: Advocacy, Level 1
PGC Universal Standard: Cultural Competence
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

VIII. Political Action, PACs, and Lobbying: Why ESPs Must Become Politically Involved
Presenter: Connie Boylan
If ESPs are to have a seat at the table in important, relevant discussions regarding education, social justice, or their careers, they must become involved politically. In this 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

IX. Stop Privatization!
Presenters: 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
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REGULAR 2-HOUR WORKSHOPS

SESSION I  Saturday  8:30 a.m. – 10:30 a.m.
Workshop Session I (includes Part A of any 4-hr A/B sessions)
*Note: 4-hr A/B sessions run from 8:45 a.m. – 1:00 p.m.

SESSION II  Saturday  10:45 a.m. – 12:45 p.m.
Workshop Session II (includes Part B of any 4-hr A/B sessions)
*Note: 4-hr A/B sessions run from 8:45 a.m. – 1:00 p.m.

SESSION III  Saturday  3:15 p.m. – 5:15 p.m.
Workshop Session III

SESSION IV  Sunday  8:45 a.m. – 10:45 a.m.
Workshop Session IV

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 ESP 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. For workshops that do not align with a universal standard, no standard will be listed. Learn more at www.nea.org/esppgc.

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 to 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.
4-HOUR A/B SESSIONS

Changing the Lens to Change the Outcome
Session I & II (4 hours)  
Presenter: 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: Social and Emotional Intelligence, Level 1*
*PGC Universal Standard: Professionalism*
*Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide*

Deconstructing Whiteness: Understanding White Privilege and White Fragility
Session I & II (4 hours)  Presenters: 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: Advocacy, Level 1*
*PGC Universal Standard: Cultural Competence*
*Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide*

Empowering Our ESP Members to Impact Local School Board Elections
Session I and II (4 hours)  
Presenter: 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*
Equity in Schools through Clerical Services Staff
Session I and II (4 hours) Presenters: 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 ways to foster and support a safe, positive, and culturally inclusive environment
- 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

2-HOUR SESSIONS

A PGC-Based Model for Organizing & Developing ESP Leaders
Session I & III Presenters: 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

Attacks on Education: Who is Behind Them and How Do We Respond?
Session I & III Presenter: 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
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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: Ethics
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Building Bridges not Walls
Session I & IV
Presenter: 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

Building Reps, First Line of Defense
Session I
Presenters: 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

Creating Effective Health and Safety Committees for the Promotion of Healthy, Safe and Just Schools
Session I & III
Presenter: 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
Digital Footprint 2.0 and Utilizing SEL Apps
Session I
Presenter: 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

Embracing All Families: Welcoming School Environments
Session I & IV
Presenters: 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

Equitable Discipline and the Role of an ESP
Session I & III
Presenters: 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

Equitable School Employee Wellness
Session IV
Presenters: Brandon Stratford, Yosmary Rodriguez
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

Escaping Privatization

Session I & IV

Presenters: 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

ESP Mentoring - Keys to Success

Session I & III

Presenters: 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

ESP Peer Mentoring: Supporting Members from Day 1

Session I & III

Presenters: 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
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First-time Filmmaking – Advocating & Recruiting Using Videos!
Session II
Presenter: 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

Food Justice is Racial Justice: Advancing Food Justice by Uplifting Student and Family Voice
Session I & III
Presenter: 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

How ESPs Can Lead in the Fight for Climate and Environmental Justice for All
Session II
Presenter: Justin Thompson
The devastating impacts of climate change are threatening our students’ and educators’ communities, health, wellbeing, 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
I'll Be Your Voice
Session II & IV
Presenters: Tilesha 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

Implicit Bias: Restorative Justice – Positive Impacts for Successful Outcomes for Students
Session II & III
Presenter: 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

Introduction to Grievance Processing
Session III
Presenter: 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

Mental Health Management: Addressing ESP’s COVID-19 Challenges
Session III
Presenter: 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
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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

NEA Member Benefits: Enhancing Association Value, Providing Member Savings, and Helping to Recoup Dues

Session I  
Presenters: 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

Our Association in Action: Creating Change through Social Justice

Session III & IV  
Presenters: 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

Overworked, Over-tasked, Overwhelmed, Over-it?

Session II  
Presenter: 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

Thanks to our 2022 NEA ESP Conference Platinum Sponsors!
Political Action, PACs, and Lobbying: Why ESPs Must Become Politically Involved

Session II

Presenter: Connie Boylan

If ESPs are to have a seat at the table in important, relevant discussions regarding education, social justice, or their careers, they must become involved politically. In this 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

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

Session II

Presenter: 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

Public Service Loan Forgiveness: Accessing the Temporary Waiver

Session II

Presenter: Antwan Perry

The COVID-19 pandemic underscored the need for immediate action related to Public Service Loan Forgiveness (RPSLF). 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.

Thanks to our 2022 NEA ESP Conference Platinum Sponsors!
Real Talk: Creating Brave Spaces to Build Strategic Multi-Racial Coalitions
Session III Presenters: 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 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

Restorative Practices as Liberatory Practice: Developing Self & Social Awareness as an Emerging Circle Keeper
Session IV Presenters: Jade Jones, Barbara Sherrod
This session will provide 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

Shine a Light on the Mess through Effective Organizing
Session IV Presenters: 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

Special Education: Its History, the IEP, and the Paraeducator
Session II & IV  Presenter: 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

Success Working Together: Strategies for Successful Partnerships between Special Education Paraeducators and Teachers
Session II & III  Presenters: 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

Across The Bridge: Connecting Locals through Professional Development
Session II & IV  Presenters: Dr. Primrose Cameron, Ron Pollard
This session will allow you to explore how to design and implement a professional development training series for Education Staff 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
2022 NEA ESP National Conference Workshops

PGC Universal Standard: Professionalism
Relevant for educators: Pre-K through Higher Education, Central Office/Districtwide

Team Building for All Educators
Session II

Presenters: 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

Train the Trainer: How to Get Fired in 10 Posts or Less
Session IV

Presenters: 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

Transformational Conversations: Diversity, Equity, and Inclusion (DEI) and Impactful Dialogues to Internalize the YOU in Unions
Session II & III

Presenters: 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
True Colors of ESPs
Session II & IV
Presenters: 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

Understanding Students with Intersecting Challenges Related to Homelessness, Mental Health, and Adverse Childhood Experiences
Session III & IV
Presenter: 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

Using the Professional Growth Continuum to Serve Your Association and Its Members
Session I & II
Presenters: 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
What Effective ESP Leaders Know

Session IV  Presenter: 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

You Have Got To Be Meme-ing Me!

Session III  Presenter: 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