



EDUCATION SUPPORT PROFESSIONALS

NATIONAL CONFERENCE

Workshops listed below as seen in registration.

March 23, 2023

9:00 AM-5:00 PM

A Day of SEL from Toxic Stress to Self-Care: How ESPs Can Survive and Advocate

Presenter(s): Christina Gordon, Erika Zamora

Educators are feeling the pressures of the times and the impacts of the pandemic as they balance family and personal matters with providing quality support to students and families. From bus driver shortages to increased paraeducator workloads, ESPs have been overtaxed. In this session, we will review the impact 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.

9:00 AM-5:00 PM

Advancing Racial and Social Justice: Freedom, Liberation, and Joy. No Exceptions!

Presenter(s): David Coleman, Aneeka Ferrell, Vanessa Jimenez, Toni Mejias, Jariza Rodriguez, Yahaira Rodriguez

The National Education Association has a vision of a great public school for every student. We know that institutional and structural racism are barriers to achieving NEA's vision of a great public school for every student. Our collective efforts to dismantle White Supremacy culture and to end racism and other forms of systemic oppression begins with advancing racial justice in our classrooms, buses, hallways, schools, communities, and our Association so that our schools and Association can continue to move forward towards freedom, liberation, and joy. No exceptions. In this session, we will establish key definitions, concepts, and frameworks to strengthen our racial analysis. We will engage in intentional self-reflection and mirror work to apply these critical understandings to our journey, practice, and leadership. Join us and learn how to strategize collective action that will confront and challenge systemic racism and oppression so that we can build strong public schools that every student deserves.

9:00 AM-5:00 PM

Becoming: Your Journey as a Leader

Presenter(s): Kisha Davis-Caldwell, Amy Evans, Cory Wofford, Shondea Chapman, Martin Jenkins

Education support professionals bring unique skills and perspectives to the educational environment. ESPs who know who they are can improve their professional excellence, regardless of their career family, and enhance the capacity of their Associations. In unions, and most organizational cultures, titles have value, but titles alone don't determine leadership. Leadership begins with a choice to see ourselves as leaders, valuing our worth, and committing to learn and practice a set of competencies that allow us to show up and positively impact students, colleagues, communities, and the world. Are you ready to embrace the leader you are already becoming? No matter where you are on your journey, this full-day session will assist ESP members in rediscovering what is already there: the leader inside of you. You'll learn and experience a framework of leadership competencies that position you to take charge of your future and create a plan to help you achieve your personal and professional goals while making a difference. In this session you will: • Learn how to connect more deeply to your core values and understand your purpose; • Expand ideas and examine your beliefs of leadership; • Use the NEA Leadership Competency Framework and Professional Growth Continuum (PGC) to gain a better understanding of the knowledge, skills, and abilities every education leader needs; Learn how to use your leadership to create a plan to advance your careers/professions and Associations. Participants should expect to be engaged in pre-work assignments leading up to this conference and will have an opportunity for continued development beyond the ESP conference.

9:00 AM-5:00 PM

Preventing Privatization by Building Power at the Local Level

Presenter(s): Meighan Davis, Lee Hedgepeth

The pandemic has accentuated how critical electing allies on local Boards of Education has become. When we vote, our paychecks, safety, and job security are on the line. Many school districts are attempting to solve their staffing shortages through privatizing our positions. We have the power to make a difference in these fights, but only if we increase our locals' capacity to organize our people and organize our money to have a voice on our Boards of Education. NEA's Campaigns & Elections team (CE), along with ESP political activists will lead this session on how to start building a strong organizing foundation at the local level. In this session, you will learn how to write a campaign plan, recruit members to volunteer and give to PAC, use the most effective voter contact methods, and build productive relationships with elected officials.

9:00 AM-5:00 PM

Self-Sacrifice vs. Self-Care: Restorative Practices and Abolitionist Education

Presenter(s): Eboni Rucker, Iman Shabazz

ESPs play a vital role in the education of students across the United States. Working in a capacity that requires more than what is possible to give can present stressful outcomes when one allows it to. Understanding the role of self-awareness is essential to maintaining professional equality and equity and gaining a sense of individuality is essential to maintaining healthy educators. In this session, you will learn how to build healthy relationships with students and yourself, center black and brown well-being and support healing spaces in schools based upon

the demographics that they serve. Throughout the session, we will incorporate brain breaks to support movement and participate in activities that you can share with colleagues back home.

9:00 AM-5:00 PM

Using True Colors to Reinforce a Year-Round Organizing Plan

Presenter(s): Floyd Cox, Brian Phillips

In this pre-conference session, you will experience the True Color personality type training. You will identify your own True Colors and explore how to build a strong team based on individual strengths and abilities. In the second half of this session, you will learn how to use your True Colors knowledge to implement organizing skills to grow membership, identify new leaders, and build power in your local union. You will have opportunities to enhance organizing 1-1 conversations and practice other organizing skills during the session and explore NEA's Telephonic Organizing.

9:00 AM-5:00 PM

ESP State Staff Coordinators

Presenter(s): Timothy Barchak

This invitation-only meeting is an opportunity for staff who represent ESP to work with colleagues from around the country, discuss issues of common concern, and share successes and challenges. The working meeting will include presentations on topics that are current and relevant, such as:

- The latest in ESP organizing strategies
- Best practices of high-performing ESP locals and states
- ESP professional supports

March 24, 2023

8:00 AM-3:00 PM

AHA HeartSaver First Aid, CPR, and AED Training

Presenter(s): Elizabeth Pray, Sheila Caldwell

This 6-hour course will cover the requirements set forth by the American Heart Association for HeartSaver Adult and Child First Aid, CPR, AED certification and is open to anyone interested in learning the valuable steps of life-sustaining and life-saving techniques. We will cover the following topics: first aid basics, medical emergencies, injury emergencies, environmental emergencies, preventing illness and injury, adult and child CPR and AED use, opioid-associated life-threatening emergencies, and choking maneuvers. As a requirement you will be asked to demonstrate hands-on skills. Upon successful completion of this course, an AHA certificate will be emailed to you within 2-3 weeks.

8:00 AM-12:00 PM

Becoming: Your Journey as a Leader

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- Learn how to connect more deeply to your core values and understand your purpose;
- Expand ideas and examine your beliefs of leadership;
- Use the NEA Leadership Competency Framework and Professional Growth Continuum (PGC) to gain a better understanding of the knowledge, skills, and abilities every education leader needs;
- Learn how to use your leadership to create a plan to advance your careers/professions and Associations.

Participants should expect to be engaged in pre-work assignments leading up to this conference and will have an opportunity for continued development beyond the ESP conference.

8:00 AM-12:00 PM

Calling Others into Community

Presenter(s): Aneeka Ferrell, Rowena Shurn

Far too often, we avoid difficult conversations and topics that are considered divisive. During this session, we will look at strategies to call people into the community. We explore "calling in" techniques that build and explore our own biases and ways that we shut down conversations to address these areas when working as leaders and coaching others.

8:00 AM-12:00 PM

ESP Voices Take Charge in the Political Arena

Presenter(s): Andrea Cisneros, Jennifer Muñoz

This session will explore different ways ESPs can organize with their members and community partners to engage legislators. Learn how Jeffco Education Support Professionals Association (JESPA) has been making waves in Colorado and leveling out the playing field not just for ESPs, but for students and communities. Presenters will share their personal stories and their leadership development journeys not just through their own voices but through video snippets of political campaign ads, press conferences, and bargaining sessions they have been a part of. By the end of this session, you will develop a deeper understanding of your individual and collective power as ESPs. You will also learn how to use basic organizing frameworks, and why raising your voice is critical to the well-being of students and public education.

8:00 AM-12:00 PM

Healing, Help and Hope: Three Transformative Conversations

Presenter(s): Christina Gordon, Margaret Powell

Focusing on individual educator emotional well-being and healing will allow us to find the energy needed to help change organizational and systemic conditions. The need for social-emotional learning for students is paramount with the traumas of COVID and various racial and social issues, but as educators, it is especially vital for us, too. When we take a look at how we foster resilience and acquire new strategies, we begin to offer hope as we transform classrooms, then schools, and even the larger school districts and systems. In this session, you will gain practical ideas to build your emotional resilience as an ESP so that you can continue to be effective in your work, begin to apply these strategies to classrooms and your work environments, and create just and equitable change. Based on the book and workbook by Elena Aguilar, "Onward: Cultivating Emotional Resilience in Educators" this session will take you through meaningful exercises that you can easily take back to your respective roles and work environments. Learn the habits and dispositions of cultivating resilience while exploring your own journey toward cultivating resilience and learning how your individual resilience can fit into the broader plan to transform schools. During our time together, we will move through mindfulness exercises, engage in physical movement as well as write, talk, and create with materials for make-and-take pieces. Whether you are a paraeducator or bus driver, commitment to focusing on your own well-being and healing is the key to finding the help and hope required to change the outcome of so many of the students we work with daily.

8:00 AM-3:00 PM

Primeros Auxilios, RCP, y DEA para Adultos, Niños y Bebés (Instrucción en Español)

Presenter(s): Eunice Salcedo

El curso de Primeros Auxilios, Resucitación Cardiopulmonar (RCP), y Desfibrilador Externo Automático (DEA) de la Cruz Roja Americana está diseñado para capacitar a participantes con el conocimiento y las técnicas que se necesitan para responder durante una emergencia. El curso prepara a los participantes a reconocer y atender adecuadamente a una variedad de emergencias de primeros auxilios, respiratorias, y cardíacas que involucran a adultos, niños, y bebés. Cuando los minutos importan, es importante reconocer cuándo brindar atención inmediata a una persona lesionada o enferma y aprender cómo decidir si la persona necesita atención médica avanzada. El curso de seis horas incluye actividades para demostrar habilidades y técnicas, conversaciones sobre los procedimientos apropiados para emergencias específicas y ejercicios en grupos pequeños para reconocer, responder y cuidar a una persona lesionada o enferma. Para completar el curso de Primeros Auxilios, RCP, y DEA de manera satisfactoria, el participante deberá: - Llegar a tiempo y asistir y participar durante toda la clase. - Participar activamente en todas las actividades del curso, incluso asumir varios roles durante las prácticas de técnicas y evaluación. - Demostrar competencia en todas las técnicas requeridas. - Completar de manera satisfactoria las evaluaciones de escenarios. Al completar el curso, los participantes recibirán un certificado digital válido de 2 años de la Cruz Roja Americana en Primeros Auxilios, RCP, y DEA para adultos, niños, y bebés.

8:00 AM-12:00 PM

Prioritizing Racial Justice and the Need for Anti-Racist Educators

Presenter(s): Aaron Dorsey, Makeda Harris, Robin McLean, Michael Scott Donald Washington

Whether we are Native People, Black, Asian, Latin(o/a/x), Middle Eastern, North African, Multiracial, Pacific Islander or White, we all believe that all children deserve a public education that allows them to pursue their dreams. But some right-wing politicians try to get a hold onto power by putting us into boxes based on what we look like or from where our families come from. We see this in how schools tell Black children how to keep their hair or send girls home for the clothes they wear. By joining together to demand racial justice, we can make schools safe spaces where we can all thrive and support each other for who we are. In this interactive session we will provide educators of all racial and ethnic identities with an overview of racial justice co-conspiratorship. We will explore the origins of race, the levels of racism, and the need for all of us to join together to demand racial justice.

8:00 AM-12:00 PM

Race and Racial Microaggressions and How They Impact Students and Education

Presenter(s): David Coleman, Vanessa Jimenez

This research-based course will provide you with an understanding of microaggressions and how those microaggressions impact students based on their race. Every student, no matter their race or place, deserves to learn in a safe, inclusive, and equitable educational environment. Learn how microaggressions can shape these environments and impact a student's ability to thrive in and out of the classroom. By the end of this session, you will gain an understanding of how our beliefs, values, and experiences inform implicit biases that lead to microaggressive behaviors and how our implicit biases and microaggressive behaviors affect others (students, colleagues, families, etc.).

8:00 AM-12:00 PM

Recruit, Retain and Engage ESPs with an Organizing Lens

Presenter(s): Floyd Cox, Tameka Mays

Are you ready to move your ESPs toward collective action? In this workshop you will learn to use data, stories, and relationships to compel members and stakeholders. Learn recruitment methods that build relationships and organizing strategies that will keep members engaged. You will see sample ESP statewide programs to show what could be possible in your state if you Recruit, Retain and Engage ESPs with an Organizing Lens. It is time to harness the passion and drive of our ESPs and to move them toward collective action.

8:00 AM-12:00 PM

True Colors - Understanding Yourself and Others

Presenter(s): Alison Hoffa, Taraja Shephard Allen

Do you work in education to be part of an established learning culture... to help students learn, develop, and become more effective in the world? Isn't it ironic how the organizational structure supporting this educational system can be disrupted by misunderstandings, conflicts, and lack of respect? Much of the success of an academic institution depends upon communication throughout the entire campus and beyond. A student's day begins with the first interaction – be it with a bus driver or school secretary and continues throughout the day and into the surrounding community. When the staff is not getting along or teams are not effective, the students (and their academic achievement) are affected. The demands of providing educational opportunities for students can bring numerous opportunities for stress and frustration alone. Combine these challenges with staff and/or team conflicts, personality clashes and snarled lines of communication and it becomes virtually impossible to deliver excellence. Together, we can improve every interaction between educators, educational support professionals, and students in your school. We empower the staff to meet challenges creatively and collaboratively. True Colors School Program Goals include: • Promote Cooperation • Reduce Stressors • Resolve conflict • Build Respect and Trust • Improve Teamwork • Enhance communication between students, staff, and parents

8:00 AM-12:00 PM

**Community Building through Ritual Poetic Drama, Drums and Movement–
Introductory Work & Truth-telling**

Presenter(s): The Conciliation Project

This workshop is designed as a foundation to the work of deconstructing our ideas about community and how to create a healthy community that values one another and practices the basic principle of Ubuntu (I am because WE are). How do we create a space where we can speak the truth as we re-visit our collective history (stories) in order to address the barriers and systemic dysfunctions that disrupt our relationship to the work that we want to do and inhibit our ability to build the community we envision for ourselves.

8:00 AM-12:00 PM

Organizing and Strengthening Your Local Health and Safety Committee

Presenter(s): Mike Rollins, John Staab, Allen Barkkume

Learn how to establish your local health and safety committee. Once you have established your local health and safety committee, it's time to take advantage of your organizing potential to identify and resolve building-specific health and safety issues in your workplace. This training provides participants with the best practices for maintaining a safe and healthy workplace. Learn how to use your local health and safety committee to conduct a building walkthrough inspection, use applicable federal and local policies to hold employers accountable, and advocate for the rights of all workers. This workshop is meant to be a follow-up for new health and safety committees to be more technically competent, to better understand their obligations as committee members and to use health and safety as an organizing tool.

March 25, 2023

8:30 AM-10:30 AM

Becoming: Your Journey as a Leader

Presenter(s): Kisha Davis-Caldwell, Cory Wofford, Shondea Chapman, Martin Jenkins

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8:30 AM-10:30 AM

Building a Restorative Culture Through the Eyes of Those Experiencing Racialized Oppression

Presenter(s): Eboni Rucker, Iman Shabazz

In "Education for Critical Consciousness," Paulo Freire discusses his theory and pedagogy for using education as a framework for analysis of societal inequities based on the experience of people living under conditions of marginalization and oppression. This workshop draws from Freire's critical reflection, critical motivation and critical action to outline the considerations for a restorative approach to addressing racial inequities that marginalize and oppress young people and communities. Join us to discuss the complexity and function of racialized oppression within education settings, demonstrate self-awareness of personal characteristics as assets to building a restorative culture, use basic restorative practice tools, and understand how restorative practices can help foster healthy school communities and positive futures grounded in racial equity.

8:30 AM-10:30 AM

Building Membership and Engagement in Your Local

Presenter(s): Lisa Embrey, Bobby Rickman

Recruiting and engaging membership is one of the toughest tasks for a local leader. First, we must overcome the hurdle of how to recruit members to our organization. Once we recruit them, we must figure out how get them engaged in activities in the local, state or national level. Learn how the Alton Education Association dropped to almost 60% membership among educational support professionals by the end of 2019 - 2020 and then increased membership to 85% among educational support professionals in the next year. We will discuss how to sign up new members and start to increase engagement among your members. You will have the opportunity to share your experience, ask questions and find answers to their challenges with membership.

8:30 AM-10:30 AM

Calling Other into Community

Presenter(s): Aneeka Ferrell, Rowena Shurn

Far too often, we avoid difficult conversations and topics that are considered divisive. During this session, we will look at strategies to call people into the community. We explore “calling in” techniques that build and explore our own biases and ways that we shut down conversations to address these areas when working as leaders and coaching others.

8:30 AM-10:30 AM

Culturally Responsive and Trauma Sensitive: The Crucial Work of Education Support Professionals

Presenter(s): Melody Bach, Hanna Vaandering, Blake West, Adriane Dorrington

Students, families, and ESPs are dealing with trauma, hostility, and divisiveness in their lives each day. ESP members face these challenges personally and in the experiences of colleagues, families, and friends. In order to create more equitable education systems, we must create schools that work to overcome these intense challenges. Each of us must embrace our role in conveying the worth of each person and a culture of compassion and respect to all while challenging systemic barriers and racism. Join us in this session for an exploration of opportunities for education support professionals to lead in creating schools that support the emotional, social, and learning needs of every student and caring adult in our communities

8:30 AM-10:30 AM

Deconstructing Whiteness: Understanding White Privilege and White Fragility

Presenter(s): Ryans Calmont, David Coleman, Lisa Jennings

In order to counter the impact of white supremacy culture, we will examine the social construct of Whiteness and how it is sustained in our society. By deconstructing white privilege and white fragility in this session, you will learn how to engage in intentional ways to advance racial justice and liberation.

8:30 AM-10:30 AM

Empower, Energize, Connections

Presenter(s): Vanessa Jimenez, Susan Nicholas

This interactive session is designed to empower and energize paraeducators. Paraeducators are often asked to navigate various daily tasks and situations with little or no instruction or collaboration from the classroom teacher, especially those who often do not have the time to collaborate with paraeducators during the class period. You will learn how to effectively collaborate with other educators in non-core classes such as physical education, adaptive physical education, music, and art to ensure student success. We will also focus on how to improve direct communication with other educators and special needs students using verbal and nonverbal communication devices or tools to improve student learning. You will have the opportunity to work in individual, small, and large group settings to listen, learn, and discuss how to improve communication, emergency procedures, and working with new staff.

8:30 AM-10:30 AM

ESP Voices Take Charge in the Political Arena

Presenter(s): Andrea Cisneros, Jennifer Muñoz

This session will explore different ways ESPs can organize with their members and community partners to engage legislators. Learn how Jeffco Education Support Professionals Association (JESPA) has been making waves in Colorado and leveling out the playing field not just for ESPs, but for students and communities. Presenters will share their personal stories and their leadership development journeys not just through their own voices but through video snippets of political campaign ads, press conferences, and bargaining sessions they have been a part of. By the end of this session, you will develop a deeper understanding of your individual and collective power as ESPs. You will also learn how to use basic organizing frameworks, and why raising your voice is critical to the well-being of students and public education.

8:30 AM-10:30 AM

Fort Campbell ESPs Leading the Way and Making History!

Presenter(s): Alesia Gladden, Windie Kehn

When the leadership team of the Fort Campbell Non-Certified Education Association (Federal Education Association affiliate) met during the summer to plan membership growth, engagement, and retention activities, they realized that the one thing that was missing from their employment experience was learning day, also known as in-service. So, the leadership team of the Fort Campbell Non-Certified Education Association (FCNCEA), with the help of the Federal Education Association and the National Education Association, planned their own. FCNCEA made history when they organized ESP Learning Day 2022 and for attendees, that day will always be known as the first time they felt seen, appreciated, and understood by their union and their employer. In this session, two FCNCEA leaders will share how this became possible and their learnings along the way. Through their story, you will learn about NEA resources and how to access them. You will also learn how to gather and use data to continue membership growth, engagement, and retention.

8:30 AM-10:30 AM

Helping Others Achieve Their Dreams was the Secret to Achieving My Own **Presenter(s): Katheryn Selby**

Special education services have been authorized since 1973, yet 49 years later many education systems still don't fully recognize the power of student self-advocacy. When a student with a disability is empowered to take ownership of their own education by communicating their needs to their educators and parents and actively participating in IEP development and setting their educational goals, they can find themselves on the path of success. In this workshop you will receive the basic tools and knowledge necessary to understand both the simplicity and the power of teaching self-advocacy skills to your students as early as possible in the educational process to help them advocate for both their academic and social emotional success

8:30 AM-10:30 AM

Homegrown Mentoring: A Colchester Education Association and School District Partnership

Presenter(s): Carmel Quinn, Amy Minor

Mentoring is a powerful tool to support, train, and retain our critically important ESPs. Through a collaborative partnership, the Colchester Education Association and the Colchester School District have developed a unique mentoring program that operates throughout the five schools in our Vermont district. Experienced building ESPs mentor new or "nearly new" support staff throughout their first year of employment. Our district central office supports mentors with funding and reinforcement through regular meetings and our partnership has grown to include ESP professional development using the in-house expertise of our amazing support professionals. Join us to learn how our partnership has developed and transformed to support ESPs and our hopes for the future.

8:30 AM-10:30 AM

How to Create an ESP Bill of Rights

Presenter(s): Sean McKillop, Stacy Tayman, Samuel Walters

We all say ESPs are essential employees, but it's time to commit to lifting up all support staff by respecting our skills, job categories, and our vital contributions to the well-being of our students. No one is going to do it for us. It's up to us to come together to organize and advocate for our profession. It's time for an ESP Bill of Rights! This training will review our Maryland ESP Bill of Rights Campaign including how we engaged our membership in identifying their most critical issues, how we organized to make this a priority for our locals and state association, and how we are translating this document into wins at the bargaining table, with our elected officials, and during our membership recruitment.

8:30 AM-10:30 AM

How to Start Organizing Your Local Health and Safety Committee

Presenter(s): Mike Rollins, John Staab, Allen Barkkume

This training provides participants with the best practices for maintaining a safe and healthy workplace. You will learn how to establish a local health and safety committee and how to use it to advocate for the rights of all workers in your school communities.

8:30 AM-10:30 AM

Learn about the World of NFTs and the Metaverse and the Role it plays in K-12 Education (TechRoom)

Presenter(s): Sabina Ellis

Non-Fungible Tokens (NFTs) have gained popularity with digital artists, but it has gained interest in school communities recently as some educators are provide an alternative way to give out awards, acknowledge growth, and look into the future of technology. In this session, we will explore the Metaverse and how many school districts are using it for virtual field trips, P.E. and STEM classes. We will also explore how to create a virtual version of your lifestyle in the real world while gaining an understanding of how to use NFTs in the virtual world.

8:30 AM-10:30 AM

Conquer Your Glossophobia (fear of public speaking)

Presenter(s): Ramona Oliver, Tory Brown, NEA Center for Communication

Does speaking in public send you into a panic? This session will help you master the fundamentals of being a great public speaker or presenter. Designed for beginners or those looking to polish their speaking and presentation skills, this session will help you build your confidence as a speaker, defeat the “umms,” and feel more confident speaking in front of in-person and virtual audiences.

8:30 AM-10:30 AM

School-Home Communication Essentials for ESPs

Presenter(s): Patricia Weinzapfel

As an education support professional, you know you have an essential role in the day-to-day work of schools, but you also play a unique role you may not even be aware of. Your smiling face, your understanding look, and your extra effort can help welcome families, build trust, and forge powerful communication highways between school and home. This interactive workshop is designed to help give you the knowledge and skills you need to make the most of every interaction you have with parents and caregivers. You will leave with a greater understanding of the power you have when it comes to engaging families and a greater understanding of how to use your words, tone, and information to build relationships and help bring families into the learning process.

8:30 AM-10:30 AM

Research-tested Messaging Using the Secrets of a Successful Organizer

Presenter(s): Nathan Allen, David Margolis, Katrina Byrne, Caitlin Rollo

Transformational one-one conversations are the building blocks of organizing. But what goes into a persuasive conversation? Join us to hear in-depth results of the 2023 ESP Join Research and find out which messages resonate best with education support professionals across different career families. After the research briefing, participate in a short Secrets of a Successful Organizer training with organizers to learn how to incorporate the new messages into your organizing practice. You will practice talking to your potential members about the value of the union while building strong relationships that will last.

8:30 AM-10:30 AM

SEL: It Isn't Just for the Kiddos!

Presenter(s): Kristine Argue-Mason, Mary Ann Rivera

Have you ever wondered if SEL was just for students? Are you aware of how your personal culture and identity show up in the SEL work that you do? Did you know that the development of your own SEL competencies is directly related to your self-care? Do you question whether personal change is even possible? Join us in a safe and brave space for shared learning as we explore the SEL competencies as they relate to our adult selves. Expect discomfort and growth as we actively engage in peer learning. We will move to action planning for how you can carry this learning forward to your colleagues, co-workers, local association, and community members to positively impact the education setting and experience for all educators and students.

8:30 AM-10:30 AM

Student Success and Empowerment Using Augmentative and Alternative Communication Systems (“Talkers”)

Presenter(s): Diana Mueller

This interactive session is rooted in the research-based, social-emotional foundation that learning happens when students feel connected to their peers. Share your successes and problem-solve your challenges in supporting students who use augmentative and alternative communication (AAC) systems (“talkers”) to develop community, experience independence, and learn in their inclusive classrooms and beyond. You will leave with easy to implement strategies for educating and supporting peer and adult modeling on AAC systems to foster student independence and community. School site teams are encouraged to attend. This session draws from the work of Kate Ahern, Linda Burkhart, Jane Farrall, Stephanie Faso, Caroline Musselwhite and Erin Sheldon.

8:30 AM-10:30 AM

Supporting Students with Grief and Loss

Presenter(s): David Schonfeld

Most school staff recognize the impact of grief and loss on children and want to provide support, but many worry that they don't know what to say or do to help. This session will describe the distinction between trauma and grief and provide practical advice on how to support grieving students. We will discuss a wide range of topics, including what not to say, considerations related to grief across different cultures, how to initiate conversations with grieving students,

unique considerations for explaining death to young children or children with intellectual or neurodevelopmental disabilities, identifying and addressing guilt, managing grief triggers, and coping with cumulative loss. ESPs have a critical role in helping grieving students and often find supporting grieving students to be gratifying, but it can also contribute to compassion fatigue, especially when the adults are also grieving, when there the death of a member of the school community or when deaths are widespread like during the COVID-19 pandemic. We will discuss approaches to decrease the risk of compassion fatigue and provide free resources for addressing these challenges and more from the Coalition to Support Grieving Students, which NEA is a founding member of.

8:30 AM-10:30 AM

Team Building for All Educators

Presenter(s): Robert Powell, Adrian Vargas

This session is a revamped, action-packed, thought-provoking workshop that will empower you with team building tools. You will learn how to identify the roles and the strengths people have on a team, and the weaknesses they can strengthen to promote team success. You will also engage in activities that require you to critically think and problem-solve as a team, including the challenge of contrasting a technical/transactional perspective with a mutual/relational attitude. This session is for any group looking to maximize success in fulfilling its mission and leaving an impact that can empower generations.

8:30 AM-10:30 AM

That's Not a Union Issue ... Or Is It? Investigating, Analyzing, and Addressing Member Concerns

Presenter(s): Nathan Greenawalt, Amy Wolfgang

Many leaders have been confronted with the phrase, "That's not a union issue," when attempting to address their members' concerns. It's not always that simple! As leaders, we need to ensure that we have the necessary skills to accurately assess whether something is or isn't "our issue." In this interactive workshop, we will use relevant documents, laws, and labor concepts to dissect a variety of common concerns brought by members and analyze what we can (or cannot) do to assist those members. We will work through the steps of how to investigate members' concerns, formulate plans for addressing simulated conflicts, and participate in role-play scenarios in which leaders and management work through those conflicts. You should bring a copy of your local contract and an internet-enabled electronic device to this session.

8:30 AM-10:30 AM

The ESP “Why”: Connecting ESP Roles to Student Success

Presenter(s): Felicia Lewis, Kevin Scroggins

Many ESPs start their educational career at a school site to be near their own children, families, and communities. Knowing that education is not a highly paid field for ESPs, nor are ESPs often represented in education, what is it that motivates our dedicated ESPs in our schools? During this session, you will discover the “Why” behind your dedication and commitment to the work that

you do. Through exploring the daily and various duties of all nine ESP career families, you will identify the established connections of your work and of your role in driving student success. You will explore your day-to-day roles and lived experiences to find what or who inspires, encourages, and empowers you to show up every day. We hope you will leave seeing the correlation between your work and your role in eliminating barriers between students and their access to education.

8:30 AM-10:30 AM

True Colors of ESPs

Presenter(s): 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.

8:30 AM-10:30 AM

Creating An Anti-Racism Taskforce at the Local Level

Presenter(s): Michael Perry, Jariza Rodriguez

Learn how to build an Anti-Racism Taskforce that would be open to all members dedicated to fighting racism and building an anti-racist union! The framework of Anti-Racism, especially as articulated by Ibram X Khendi, requires active engagement to make concrete changes in the racial inequities in the world. In this session you will explore how an Anti-Racism Taskforce fosters a collective approach to anti-racism by facilitating member discussions and bringing many diverse voices to the table to grapple with how they can strengthen their engagement with anti-racism in their locals, schools, and communities.

10:45 AM-12:45 PM

Building Relationships to Create Safe School Environments

Presenter(s): Llyod Cook, Guillermo Vazquez-Gonzalez

To build safe and inclusive school environments, all education support professionals should know how to create a positive space that encourages staff, students, families, and everyone in our school communities to build lasting and impactful relationships. In this session, we will explore what such a relationship would look like through the lens of all nine ESP career families, how to cultivate these relationships, and how to keep everyone engaged for a single goal. Areas we will explore are engagement, experiences, and environment. We will discuss strategies to create ideal learning environments within our communities and learn from the lived experiences of ESPs and how they were able to navigate, develop, and sustain relationships.

10:45 AM-12:45 PM

Communicating Effectively with Diverse Students and Families

Presenter(s): Lama Chikh, Barb Cruz

In this session, you will gain an awareness and deeper understanding of ways to engage, build relationships and communicate with students and families with diverse backgrounds to help ensure that students experience a positive, consistent, safe, unbiased and equitable space wherever they are in schools. Learn ways in which diverse backgrounds impact behavior and learning, strategies for supporting cultural responsiveness and anti-bias, and respectful behavior when working with diverse students.

10:45 AM-12:45 PM

Creating Your Road Map to Union Leadership

Presenter(s): Temika Langston-Myers, Kimberly Scott-Hayden

As education support professionals, we all hold the qualifications and have the power—just like other educators—to run for office or be a local, state, or national union leader. In this session, you will reflect on what you need to be a successful leader and learn the paths to leadership at all levels of our union. We will share several examples of ESPs and their own journeys to leadership and how we didn't ask for permission to run or wait to be told we belonged, but found our voice through understanding the necessity to get involved in our unions. Join us to learn the importance of helping others find their leadership potential to build effective and sustainable local, state, and national associations! After hearing these stories, you will create a road map and set goals for your leadership journey.

10:45 AM-12:45 PM

Demystifying Power in the Workplace

Presenter(s): Crystal Bush, Linda Matsumoto

Education support professionals often believe they lack the power to positively change their work environment. In this workshop, you will learn what the sources of power are, how to use power mapping to understand an organization's political landscape, and the educator's power within that landscape. You will also learn how to challenge entrenched power, why power can be intoxicating, and how to inoculate oneself against misuse of power.

10:45 AM-12:45 PM

Investing in Paraeducators: A Journey to Develop, Empower, and Transform the Role of Paraeducators

Presenter(s): Latasha R. Nelson, Eric Underhill, Nancy Routson

Paraeducators play an essential role in our schools and classrooms and are critically important to student and school success. Learn from a team of school leaders and ESPs about how a Northern Virginia Middle School transformed the paraeducator's role. The school realized increased instructional quality, ESP self-efficacy, and workplace equity by investing in differentiated professional learning, leadership development, and workplace equity. Join us to learn about our

multi-year journey and how one school's commitment to paraeducator development transformed how a district invested in ESPs. Attendees will learn about specific action steps to launch this work within their local associations, schools, or divisions.

10:45 AM-12:45 PM

Escaping Privatization

Presenter(s): Joann Houck, Gillian Raye

The journey of problem solving, thinking quickly, and working together can help you defeat the privatization pirate and unlock the power to escape privatization. This workshop will help you enhance the communication skills necessary to help fight against privatization in your local association, school district, and state. Get the tools to prioritize, plan, and execute tasks that are needed to efficiently and effectively execute the steps that must be taken prior to privatization knocking on your doors. Learn how to carry out these steps while being present and conducting yourself in a professional manner without jeopardizing the integrity of students or co-workers.

10:45 AM-12:45 PM

First-time Filmmaking: Advocating and Recruiting Using Videos! (TechRoom)

Presenter(s): James Henderson

Have you ever wanted to learn the basics of creating stunning videos for digital advocacy without having to spend thousands of dollars on long courses or expensive equipment? If so, this is the workshop for you. In this workshop I will cover how you can use your cellphone to capture great videos, techniques to create cinematic effects in your videos, and free software that you can professionally edit with. Learn how to set up a good shot with proper lighting and how to position your camera to make interview and campaign style videos. You will have the opportunity to begin creating great videos yourselves. Afterwards, I'll share information on upgrading your equipment and skills without breaking your budget, and most importantly, how to leverage film to recruit and connect with members, and further your advocacy.

10:45 AM-12:45 PM

How ESPs Can Become More Involved in Their Local Association and School Community

Presenter(s): Cynthia Gushee

There are many ways that ESPs can become involved in their local association, school, district, and community. Does your contract allow for ESPs to join committees that affect their jobs? Is there professional development that is geared towards ESPs and their career paths? During this session, we will discuss different ways that you can become involved and represent ESPs across your local and in their schools, even if you have limited time. Learn how to get involved in decision making that affects ESPs locally, regionally, and at the state level. This workshop will be an interactive space to share ideas and learn how ESPs stay active and engaged across the country. Please bring a copy of your contract and be ready to share language that pertains to ways that ESPs are being encouraged to have a voice in in the decision making. Also, feel free to

bring any other tools and resources that you think would be beneficial for ESPs or upload them through a google drive folder that presenters will share ahead of time.

10:45 AM-12:45 PM

How to Create an ESP Bill of Rights

Presenter(s): Sean McKillop, Stacy Tayman, Samuel Walters

We all say ESPs are essential employees, but it's time to commit to lifting up all support staff by respecting our skills, job categories, and our vital contributions to the well-being of our students. No one is going to do it for us. It's up to us to come together to organize and advocate for our profession. It's time for an ESP Bill of Rights! This training will review our Maryland ESP Bill of Rights Campaign including how we engaged our membership in identifying their most critical issues, how we organized to make this a priority for our locals and state association, and how we are translating this document into wins at the bargaining table, with our elected officials, and during our membership recruitment.

10:45 AM-12:45 PM

How to Get Support for Your ESP Mentoring Program

Presenter(s): Laura Warren, Olive Giles

How can you make sure you have support for your ESP mentoring program? Join us in this session that explores how to build support from your human resource department, district leadership, school board, and community. This session is for all ESP members and those in leadership positions who are considering developing an ESP mentoring program or currently coordinating a mentoring program. You will learn from existing programs across the nation how to build a foundation of support that will work for your local program. You will leave with multiple ways to gain needed support for creating or sustaining an existing ESP mentoring program. We will also share information about NEA's new learning path course, "ESPs: Supporting Our Own Through Peer Mentoring," which is your first step in learning how to build an ESP mentoring program.

10:45 AM-12:45 PM

Pandemic-Induced Trauma: My Mental Health and Me

Presenter(s): Robert Browning, Audrey Nichols

The Covid-19 pandemic has disrupted the learning environment and put additional stress and challenges on all educators. We as ESPs should be able to identify the warning signs for potential mental health problems as a result of the ongoing pandemic. In this workshop, you will learn different outlets (e.g., principals, school nurses, school psychiatrists, psychologists, social workers, friends, family, etc.) that are available to help them cope with these new challenges. Together we will share experiences and techniques that will help us regain or control our mental stability which will in turn help us assist our students as they cope with similar mental health issues as well.

10:45 AM-12:45 PM

Preschool is Real School

Presenter(s): Leslie Calhoun, Tlesha McFee

Preschool teaches students how to be learners by engaging in activities that boost literacy, math, language, social, and self-regulation skills. Research shows how important early education is to students' long-term development and we know that ESPs play a major role in the development of our youngest learners. This workshop will support and motivate ESPs in and out of the classroom to take part in implementing content in a way that is engaging. Whether you educate on a bus or in a cafeteria, we will laugh, play, sing, and learn to support the early education curriculum together.

10:45 AM-12:45 PM

Promoting School Safety and Crisis Preparedness in Times of Uncertainty

Presenter(s): Crystal Foxx, Eunice Salcedo

As educators navigate the school environment and find ways to support students during crisis, school safety and crisis preparedness has become paramount. In this session, you will gain foundational knowledge of school safety and crisis prevention. You will learn valuable information on how to support the development of safe and secure learning environments for students, staff, and families. Specific attention will be given to developing, exercising, and evaluating school safety protocols and crisis awareness techniques that are useful in all school environments from the bus stop to the classroom. You will also work through school crisis examples and the roles that all educators play in prevention and awareness. The session will include specific activities related to developing a crisis action plan, evaluating safety/crisis teams, and integrating school and community crisis response personnel. Facilitators will address issues associated with the media, social media, technology, students with special needs, trauma-sensitive response, culture, and memorials. This training reinforces improved school climate, student behavior and academic functioning, individual leadership advocacy, student resilience, and school staff crisis response capabilities.

10:45 AM-12:45 PM

RESPECT: Illinois' Coordinated Campaign to Bring Change for ESPs

Presenter(s): Jill Scarcelli, Debra Ward-Mitchell

Illinois' RESPECT (Raising Education Support Professionals by Elevating Careers Together) Campaign is a statewide effort led by ESPs, with the support of IEA staff, to improve ESP working conditions by focusing on wages, health insurance, pensions, and retention and recruitment. Learn how we are working to bring about the change that is needed for ESPs, the long-term strategy, and how you can develop your plan to bring RESPECT to your state.

10:45 AM-12:45 PM

Restorative Practices as Liberatory Practice: An Experiential Community Building Circle Session

Presenter(s): Jade Jones, Barbara Sherrod

In this session, you will engage in a community building circle with experienced circle keepers using anti-oppressive frameworks along with restorative theory. Through this Afro-Indigenous restorative justice framework, you will have the opportunity to engage in methods of self-inquiry to enhance your instructional and education support practices.

10:45 AM-12:45 PM

Roadmap towards Personal and Professional Growth for an Effective School Year

Presenter(s): Primrose Cameron, Johnny Green

In this session we will explore your unlimited potential to connect with fellow educators and work with those around you effectively through self-assessments, research and experiences. The areas of focus include, but are not limited to: self- esteem, self-awareness, life goals, and communicating with others as you find new roads towards professional growth and towards reaching your leadership capacity.

10:45 AM-12:45 PM

Strengthen Your Local with Strategy

Presenter(s): Seleste Harris, Jeannette Young

The role of the union has changed over time and in order to remain relevant, the locals need to change too. The Education Support Professionals of Baltimore County (ESPBC) has faced the change head on by developing and implementing a year-round strategic plan. In this workshop, you will identify the value of strategic planning and create a draft year-round strategic plan to recruit, retain, and engage ESP members.

10:45 AM-12:45 PM

Taking a Stand: Creating Safer Schools for LGBTQ+ Students

Presenter(s): Tracy Hobbs

The climate of acceptance for LGBTQ+ individuals is slowly improving in the United States, but many schools remain biased, discriminatory, unsafe, and exclusive when it comes to addressing these issues. School personnel have much work to do to make schools equitable and affirming for all youth, including LGBTQ+ youth. This workshop guides you in creating safer spaces for LGBTQ+ students. By identifying key contributors to safe spaces and common barriers, you will leave with an action plan to support LGBTQ+ students.

10:45 AM-12:45 PM

That's Not a Union Issue ... Or Is It? Investigating, Analyzing, and Addressing Member Concerns

Presenter(s): Nathan Greenawalt, Amy Wolfgang

Many leaders have been confronted with the phrase, "That's not a union issue," when attempting to address their members' concerns. It's not always that simple! As leaders, we need to ensure that we have the necessary skills to accurately assess whether something is or isn't "our issue." In this interactive workshop, we will use relevant documents, laws, and labor concepts to dissect a variety of common concerns brought by members and analyze what we can (or cannot) do to assist those members. We will work through the steps of how to investigate members' concerns, formulate plans for addressing simulated conflicts, and participate in role-play scenarios in which leaders and management work through those conflicts. You should bring a copy of your local contract and an internet-enabled electronic device to this session.

10:45 AM-12:45 PM

The "S" Word: The Role of Schools in Preventing Suicide

Presenter(s): Brandy Brooks

School staff are uniquely positioned to recognize the signs of suicide and self-injury and make the appropriate referrals for help. As schools and communities continue to navigate the fallout from COVID-19 and the accelerated youth mental health crisis, it is important that all school staff acquire the skills, vocabulary, and techniques to support young people at risk. In this workshop, you will gain an understanding of the importance of suicide prevention training as well as learn how to recognize and identify the risks and warning signs for youth suicide. Through videos, discussion, and interactive role-plays, you will gain practical knowledge and skills to be able to respond to a young person at risk.

10:45 AM-12:45 PM

True Colors of ESPs

Presenter(s): 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.

10:45 AM-12:45 PM

What Does Equity Work Look Like?

Presenter(s): Shawna Moore, Janie White

This workshop is designed for establishing equity teams and what they work should look like. If you are looking for ideas, strategies, a toolkit, or direction, this is the workshop for you. In this session we will define what equity teams are, why you should build equity teams, how to get started, amazing resources, and more. Equity is more than just a name; it is our lens. Join us as we share from Washington, what our equity work looks like and sounds like. See you there!

10:45 AM-12:45 PM

What ESPs Should Know and Do to Ease Difficult Situations in the Classroom

Presenter(s): Katherine Bishop, Lynn Goss

Many of our students are shouldering grief, depression, and anxiety, raising the potential for intensified behavioral issues that make situations unsafe for educators. When behavioral problems quickly escalate into crisis situations, educators are faced with daunting decisions about how to protect their students and themselves. In rare instances, educators have had to use restraint in order to protect the student, themselves, and others. In this session, we will equip you with the knowledge and strategies to help prevent or de-escalate crisis situations and know what to do to ensure the safety of students and staff.

10:45 AM-12:45 PM

Membership Conversations and Beyond: Perspectives from a Membership Trainer and a Member Organizer

Presenter(s): Jessica Minguez, Amanda Swarthout

Effective ESP member recruitment can be difficult to plan. With so many job classifications and worksite locations, coming up with a way to think about conversations, have members practice their conversations in an authentic way, and then having members take action on what they've learned can often feel like a daunting task! This workshop will help you sharpen your skills, as well as walk through structuring this type of training for your own contexts. You will also hear from a boots-on-the-ground organizer about how she puts this into practice in her own large, spread-out local association.

3:15 PM-5:15 PM

Anti-Racist Educator Toolkit: Actions for ALL Educators

Presenter(s): Amelia McConnell

Classroom support staff, lunchroom workers, health room aides, recess crew, and all ESPs connect with all students in our school communities. By the end of the week, ESPs witness many examples of why their voice is often the one needed to build relationships, while seeing how larger school procedures can hinder learners. People in these roles ARE educators and thought leaders, the total sum of which can be the wave that interrupts thought processes and disconnections about how kids fit into the mix of injustice found at school. In this session, you will be given the time and space to consider foundations of racism, be courageous in conversation and speak your truth, and visualize actions you can take in your own practice to advance anti-racism in your schools and communities. We will share the member developed Anti-Racist Educator toolkit and use partner work, discussion, and self-reflection to grow what we know about anti-racist work. You will leave with practical knowledge and purposeful examples to bring back to your schools. An internet-accessible personal device or laptop is recommended.

3:15 PM-5:15 PM

Avoiding Burnout with Mindful Self-Care and Self-Compassion

Presenter(s): Taraja Shephard Allen

During this session, we will explore the data behind the “burnout” of so many education professionals in the field. As a participant, you will take a self-assessment to understand your risk factors and warning signs for burnout, secondary trauma, and developing compassion fatigue. This will include looking at how small changes in the daily routines and subtle shifts in the mindset can lead to improved job satisfaction and increased self-compassion. You will identify self-care strategies and best practices to minimize the physiological short and long-term effects of workplace stress and leave with an actionable plan based upon your individual needs and goals for your overall well-being.

3:15 PM-5:15 PM

Building Membership and Engagement in Your Local

Presenter(s): Lisa Embrey, Bobby Rickman

Recruiting and engaging membership is one of the toughest tasks for a local leader. First, we must overcome the hurdle of how to recruit members to our organization. Once we recruit them, we must figure out how get them engaged in activities in the local, state or national level. Learn how the Alton Education Association dropped to almost 60% membership among educational support professionals by the end of 2019 - 2020 and then increased membership to 85% among educational support professionals in the next year. We will discuss how to sign up new members and start to increase engagement among your members. You will have the opportunity to share your experience, ask questions and find answers to their challenges with membership.

3:15 PM-5:15 PM

Calling Other into Community

Presenter(s): Aneeka Ferrell, Rowena Shurn

Far too often, we avoid difficult conversations and topics that are considered divisive. During this session, we will look at strategies to call people into the community. We explore “calling in” techniques that build and explore our own biases and ways that we shut down conversations to address these areas when working as leaders and coaching others.

3:15 PM-5:15 PM

Clear, Concise, and Compelling Communication (TechRoom)

Presenter(s): Kristina Cerise

We rely heavily on text-based communication to share information and we’ve all sat through our share of uninspired presentations. This workshop covers it all. We’ll start with the power of storytelling, reviewing how to use this as an effective tool in the modern workplace. We’ll discuss why stories work better than other ways of delivering information, the ingredients required for a compelling story, and practical ways to incorporate storytelling in the work you do

to advance new ideas and change behaviors. Next, we'll talk about how to put the power back in PowerPoints. Are you a PowerPoint Sith or a PowerPoint Jedi? Are you using the power of this software for good (e.g., understanding, enlightenment, positive change) or evil (e.g., boredom, torture, confusion)? Step away from the Dark Side and join us to learn how to leverage this incredible tool to make the world a better place. Finally, we'll cover the nitty-gritty of polishing your communication, including tips for catching typos, making information clear, and avoiding missteps that make people resistant to your message.

3:15 PM-5:15 PM

Creating An Anti-Racism Taskforce at the Local Level

Presenter(s): Michael Perry, Jariza Rodriguez

Learn how to build an Anti-Racism Taskforce that would be open to all members dedicated to fighting racism and building an anti-racist union! The framework of Anti-Racism, especially as articulated by Ibram X Khendi, requires active engagement to make concrete changes in the racial inequities in the world. In this session you will explore how an Anti-Racism Taskforce fosters a collective approach to anti-racism by facilitating member discussions and bringing many diverse voices to the table to grapple with how they can strengthen their engagement with anti-racism in their locals, schools, and communities.

3:15 PM-5:15 PM

Deconstructing Whiteness: Understanding White Privilege and White Fragility

Presenter(s): Ryans Calmont, David Coleman, Lisa Jennings

In order to counter the impact of white supremacy culture, we will examine the social construct of Whiteness and how it is sustained in our society. By deconstructing white privilege and white fragility in this session, you will learn how to engage in intentional ways to advance racial justice and liberation.

3:15 PM-5:15 PM

Solving Educator Shortages by Making Public Education an Attractive and Competitive Career Path

Presenter(s): Stacey Pelika, Dale Templeton

For years, public school educators have worked hard to meet their students' needs while dealing with low pay, challenging working conditions, and a lack of resources and professional respect. As a result, fewer people are choosing education as a profession than a decade ago. At the same time, more educators than ever are considering leaving the profession or have already done so. While these dynamics started before the pandemic, Covid-19 exacerbated these trends, leading to educator shortages across the country. This workshop will explore this crisis and research-based, long-term solutions that are effective at recruiting and retaining educators and, most importantly, reflect the needs and priorities of educators themselves.

3:15 PM-5:15 PM

ESPacios de Libertad

Presenter(s): Toni Mejias, Yahaira Rodriguez

Todos los estudiantes y educadores deben sentirse cultural, física y emocionalmente seguros en su entorno de aprendizaje y de trabajo, y sus conocimientos deben valorarse y se los debe considerar un recurso. Los espacios seguros fomentan una comunidad inclusiva en la que los miembros de todas las razas, etnias, géneros, identidades de género, religiones y/u orientaciones sexuales son valorados, respetados, empoderados y escuchados. Para crear un entorno de aprendizaje y de trabajo que sea culturalmente seguro, es fundamental disponer de las herramientas y habilidades necesarias para evaluar y aplicar una práctica inclusiva cultural y diversa. Esta sesión se abocará a la identificación y comprensión de lo que es un espacio culturalmente seguro, cómo evaluar su asociación local, cómo crear espacios y políticas culturalmente seguros y cómo implementar nuevas políticas, procedimientos y prácticas para apoyar a todos en nuestras comunidades. Escuche a un grupo de educadores diversos hablar de las formas en que sus valores y normas han promovido la igualdad, la justicia y la alegría en sus escuelas, universidades y comunidades. Todos están invitados a asistir a esta sesión, pero tenga en cuenta que se celebrará exclusivamente en español y no habrá traducciones disponibles.

English Translation:

Every student and educator should feel culturally, physically, and emotionally safe in their learning and working environment and their knowledge should be valued and considered an asset. Safe spaces foster an inclusive community where members of all races, ethnicities, genders, gender identities, religions, and/or sexual orientations are valued, respected, empowered, and heard. To create a learning and working environment that is culturally safe, it is imperative to have the tools and skills to assess and implement a culturally and diverse inclusive practice. This session will dive into identifying and understanding what a culturally safe space is, how to assess your local association, how to create cultural safe spaces and policies, and how to implement of new policies, procedures, and practices to support everyone in our communities. Hear from a group of diverse educators about the ways their values and norms have promoted equality, justice, and joy in their schools, universities, and communities. All are welcome to attend this session but note that this session will be held exclusively in Spanish and no translations will be available.

3:15 PM-5:15 PM

ESP Voices Take Charge in the Political Arena

Presenter(s): Andrea Cisneros, Jennifer Muñoz

This session will explore different ways ESPs can organize with their members and community partners to engage legislators. Learn how Jeffco Education Support Professionals Association (JESPA) has been making waves in Colorado and leveling out the playing field not just for ESPs, but for students and communities. Presenters will share their personal stories and their leadership development journeys not just through their own voices but through video snippets of political campaign ads, press conferences, and bargaining sessions they have been a part of. By the end of this session, you will develop a deeper understanding of your individual and collective power as

ESPs. You will also learn how to use basic organizing frameworks, and why raising your voice is critical to the well-being of students and public education.

3:15 PM-5:15 PM

Fort Campbell ESPs Leading the Way and Making History!

Presenter(s): Alesia Gladden, Windie Kehn

When the leadership team of the Fort Campbell Non-Certified Education Association (Federal Education Association affiliate) met during the summer to plan membership growth, engagement, and retention activities, they realized that the one thing that was missing from their employment experience was learning day, also known as in-service. So, the leadership team of the Fort Campbell Non-Certified Education Association (FCNCEA), with the help of the Federal Education Association and the National Education Association, planned their own. FCNCEA made history when they organized ESP Learning Day 2022 and for attendees, that day will always be known as the first time they felt seen, appreciated, and understood by their union and their employer. In this session, two FCNCEA leaders will share how this became possible and their learnings along the way. Through their story, you will learn about NEA resources and how to access them. You will also learn how to gather and use data to continue membership growth, engagement, and retention.

3:15 PM-5:15 PM

Four Keys to Building Strong ESP Locals

Presenter(s): Crystal Bush, Amy Evans

As a local leader or organizer, it can sometimes be a challenge to get our members actively involved in our locals. You may also feel challenged by the number of responsibilities you have and wonder how you can find the time to add membership recruitment and engagement as an ongoing activity. In this workshop you will learn how to create an ongoing membership engagement plan that focuses on the four keys for building and maintaining a strong ESP local: membership recruitment, engagement, development, and retention. We will walk you through the four phases and activities you can use to help engage your members through each of the four stages. Lastly, we will share a twelve-month membership engagement plan that will help incorporate membership engagement as an ongoing practice within your local. We encourage you to share any ideas and materials you use as part of your membership engagement strategy.

3:15 PM-5:15 PM

Homegrown Mentoring: A Colchester Education Association and School District Partnership

Presenter(s): Carmel Quinn, Amy Minor

Mentoring is a powerful tool to support, train, and retain our critically important ESPs. Through a collaborative partnership, the Colchester Education Association and the Colchester School District have developed a unique mentoring program that operates throughout the five schools in our Vermont district. Experienced building ESPs mentor new or "nearly new" support staff

throughout their first year of employment. Our district central office supports mentors with funding and reinforcement through regular meetings and our partnership has grown to include ESP professional development using the in-house expertise of our amazing support professionals. Join us to learn how our partnership has developed and transformed to support ESPs and our hopes for the future.

3:15 PM-5:15 PM

How ESPs Can Become More Involved in Their Local Association and School Community

Presenter(s): Cynthia Gushee

There are many ways that ESPs can become involved in their local association, school, district, and community. Does your contract allow for ESPs to join committees that affect their jobs? Is there professional development that is geared towards ESPs and their career paths? During this session, we will discuss different ways that you can become involved and represent ESPs across your local and in their schools, even if you have limited time. Learn how to get involved in decision making that affects ESPs locally, regionally, and at the state level. This workshop will be an interactive space to share ideas and learn how ESPs stay active and engaged across the country. Please bring a copy of your contract and be ready to share language that pertains to ways that ESPs are being encouraged to have a voice in the decision making. Also, feel free to bring any other tools and resources that you think would be beneficial for ESPs or upload them through a google drive folder that presenters will share ahead of time.

3:15 PM-5:15 PM

NEA Member Benefits: Delivering Value, Empowering Affiliates, and Helping Members

Presenter(s): Teresa Muench

NEA Member Benefits (MB) exists to help make members' lives better. Carefully vetted programs help members stretch their paychecks and offset their dues dollars. Local leaders can integrate MB to augment their strategies to recruit and retain members. This session will expand your knowledge and give you easy-to-use tools and practical approaches to help you leverage the value of NEA MB to engage members and increase Association loyalty.

3:15 PM-5:15 PM

Next-Gen Professional Learning is Here: Member-Led Communities and New PGC Micro-Credentials

Presenter(s): Sabrina Gates, Johnny Green, Shasta Rosales, Anastasia Jimenez

Last year, two states (Illinois; Wyoming) and two local affiliates (Phoenix, AZ; Hillsborough County, FL) were the first to pilot member-led, union-supported professional learning communities for ESPs to collaborate on earning micro-credentials anchored in the ESP Professional Growth Continuum. It has been an eye-opening and inspiring journey that is laying the groundwork for a new wave of professional growth and recognition opportunities for ESPs

across the country. In this interactive session, hear from member-leaders from those four affiliates about the insights they and NEA have gained about the future of professional learning for ESPs, and how you or your community can get involved.

3:15 PM-5:15 PM

Passing the Torch: How to Embrace and Enhance the Next Generation of Leaders

Presenter(s): Crystal Ealy, Sequanna Taylor

This session will focus on the ways leaders prepare their organizations for a successful future by investing in the next generation of leaders. Learn the importance of identifying new leaders, helping to enhance their leadership competencies and training them to lead with a succession plan that encourages them to pass the torch.

3:15 PM-5:15 PM

Prioritizing Self-Care for Effective Health and Safety Practices in Our Schools

Presenter(s): Sheila Caldwell, Cynthia Samuel

Are you feeling overwhelmed? Discouraged? Frustrated? If so, you are not alone. After living through a global crisis and its political and economic fallout, it is easy to get caught up in stress, dismay, and anxiety as we enter year four of the COVID-19 pandemic. Prioritizing self-care means taking care of yourself so that you can be healthy, you can be well, you can do your job, you can help and care for others, and you can do all the things you need to and want to accomplish within the school day. In this session, we will come together to connect, learn, and grow with our colleagues across the country. It is an opportunity to build the connection we have all been missing and desperately need to feel encouraged, motivated, and appreciated. Together we will engage in mind body skills to help connect more deeply with ourselves and others. This session is an excellent opportunity to develop self-awareness and other skills to cultivate your self-care journey through evidence-based practices that are easy to integrate into your school settings and personal life. Treat yourself to this deserving gift where you can focus on your own support and wellbeing and take the necessary steps to tend to your physical and emotional health needs to the best of your ability in order to live your best life.

3:15 PM-5:15 PM

School Cleaning and Building Maintenance: What Does It Look Like Now?

Presenter(s): Sherry Diaz, Chris Harris

ESPs, including school custodial and maintenance staff, have been on the front lines of the pandemic since day one, adapting and readapting as the pandemic has changed the landscape of building cleaning and maintenance for the long term. In this session, we will explore the different styles of cleaning buildings and the chemicals recommended for cleaning and facilities maintenance, including examples of ways to combat the effects of COVID-19. Learn about the power of school building or district Safety Teams and how to become a member to advocate for everyone's safety.

3:15 PM-5:15 PM

School-Home Communication Essentials for ESPs

Presenter(s): Patricia Weinzapfel

As an education support professional, you know you have an essential role in the day-to-day work of schools, but you also play a unique role you may not even be aware of. Your smiling face, your understanding look, and your extra effort can help welcome families, build trust, and forge powerful communication highways between school and home. This interactive workshop is designed to help give you the knowledge and skills you need to make the most of every interaction you have with parents and caregivers. You will leave with a greater understanding of the power you have when it comes to engaging families and a greater understanding of how to use your words, tone, and information to build relationships and help bring families into the learning process.

3:15 PM-5:15 PM

Research-tested Messaging Using the Secrets of a Successful Organizer

Presenter(s): Nathan Allen, David Margolis, Katrina Byrne, Caitlin Rollo

Transformational one-one conversations are the building blocks of organizing. But what goes into a persuasive conversation? Join us to hear in-depth results of the 2023 ESP Join Research and find out which messages resonate best with education support professionals across different career families. After the research briefing, participate in a short Secrets of a Successful Organizer training with organizers to learn how to incorporate the new messages into your organizing practice. You will practice talking to your potential members about the value of the union while building strong relationships that will last.

3:15 PM-5:15 PM

SEL: It Isn't Just for the Kiddos!

Presenter(s): Kristine Argue-Mason, Mary Ann Rivera

Have you ever wondered if SEL was just for students? Are you aware of how your personal culture and identity show up in the SEL work that you do? Did you know that the development of your own SEL competencies is directly related to your self-care? Do you question whether personal change is even possible? Join us in a safe and brave space for shared learning as we explore the SEL competencies as they relate to our adult selves. Expect discomfort and growth as we actively engage in peer learning. We will move to action planning for how you can carry this learning forward to your colleagues, co-workers, local association, and community members to positively impact the education setting and experience for all educators and students.

3:15 PM-5:15 PM

Supporting Students with Grief and Loss

Presenter(s): David Schonfeld

Most school staff recognize the impact of grief and loss on children and want to provide support, but many worry that they don't know what to say or do to help. This session will describe the distinction between trauma and grief and provide practical advice on how to support grieving students. We will discuss a wide range of topics, including what not to say, considerations related to grief across different cultures, how to initiate conversations with grieving students, unique considerations for explaining death to young children or children with intellectual or neurodevelopmental disabilities, identifying and addressing guilt, managing grief triggers, and coping with cumulative loss. ESPs have a critical role in helping grieving students and often find supporting grieving students to be gratifying, but it can also contribute to compassion fatigue, especially when the adults are also grieving, when there the death of a member of the school community or when deaths are widespread like during the COVID-19 pandemic. We will discuss approaches to decrease the risk of compassion fatigue and provide free resources for addressing these challenges and more from the Coalition to Support Grieving Students, which NEA is a founding member of.

3:15 PM-5:15 PM

The ESP “Why”: Connecting ESP Roles to Student Success

Presenter(s): Felicia Lewis, Kevin Scroggins

Many ESPs start their educational career at a school site to be near their own children, families, and communities. Knowing that education is not a highly paid field for ESPs, nor are ESPs often represented in education, what is it that motivates our dedicated ESPs in our schools? During this session, you will discover the “Why” behind your dedication and commitment to the work that you do. Through exploring the daily and various duties of all nine ESP career families, you will identify the established connections of your work and of your role in driving student success. You will explore your day-to-day roles and lived experiences to find what or who inspires, encourages, and empowers you to show up every day. We hope you will leave seeing the correlation between your work and your role in eliminating barriers between students and their access to education.

3:15 PM-5:15 PM

Stopping Privatization: Successful Strategies

Presenter(s): Nathan Greenawalt, Susan Nogan, Ken Volante, Peace Ifeacho

In this workshop, our panelists will discuss a variety of strategies we have successfully deployed to build power and prevent privatization, including mentoring, providing professional development and micro-credentials, community organizing, and securing legislation to hold districts accountable. We will also discuss how to continue organizing after privatization setbacks. You will have an opportunity to interact with panelists and discuss which strategies might be adopted in your Association.

March 26, 2023

8:45 AM-10:45 AM

Avoiding Burnout with Mindful Self-Care and Self-Compassion

Presenter(s): Taraja Shephard Allen

During this session, we will explore the data behind the “burnout” of so many education professionals in the field. As a participant, you will take a self-assessment to understand your risk factors and warning signs for burnout, secondary trauma, and developing compassion fatigue. This will include looking at how small changes in the daily routines and subtle shifts in the mindset can lead to improved job satisfaction and increased self-compassion. You will identify self-care strategies and best practices to minimize the physiological short and long-term effects of workplace stress and leave with an actionable plan based upon your individual needs and goals for your overall well-being.

8:45 AM-10:45 AM

Clear, Concise, and Compelling Communication (TechRoom)

Presenter(s): Kristina Cerise

We rely heavily on text-based communication to share information and we’ve all sat through our share of uninspired presentations. This workshop covers it all. We’ll start with the power of storytelling, reviewing how to use this as an effective tool in the modern workplace. We’ll discuss why stories work better than other ways of delivering information, the ingredients required for a compelling story, and practical ways to incorporate storytelling in the work you do to advance new ideas and change behaviors. Next, we’ll talk about how to put the power back in PowerPoints. Are you a PowerPoint Sith or a PowerPoint Jedi? Are you using the power of this software for good (e.g., understanding, enlightenment, positive change) or evil (e.g., boredom, torture, confusion)? Step away from the Dark Side and join us to learn how to leverage this incredible tool to make the world a better place. Finally, we’ll cover the nitty-gritty of polishing your communication, including tips for catching typos, making information clear, and avoiding missteps that make people resistant to your message.

8:45 AM-10:45 AM

Creating Your Road Map to Union Leadership

Presenter(s): Temika Langston-Myers, Kimberly Scott-Hayden

As education support professionals, we all hold the qualifications and have the power—just like other educators—to run for office or be a local, state, or national union leader. In this session, you will reflect on what you need to be a successful leader and learn the paths to leadership at all levels of our union. We will share several examples of ESPs and their own journeys to leadership and how we didn't ask for permission to run or wait to be told we belonged, but found our voice through understanding the necessity to get involved in our unions. Join us to learn the importance of helping others find their leadership potential to build effective and sustainable local, state, and national associations! After hearing these stories, you will create a road map and set goals for your leadership journey.

8:45 AM-10:45 AM

Culturally Responsive and Trauma Sensitive: The Crucial Work of Education Support Professionals

Presenter(s): Melody Bach, Hanna Vaandering, Blake West, Adriane Dorrington

Students, families, and ESPs are dealing with trauma, hostility, and divisiveness in their lives each day. ESP members face these challenges personally and in the experiences of colleagues, families, and friends. In order to create more equitable education systems, we must create schools that work to overcome these intense challenges. Each of us must embrace our role in conveying the worth of each person and a culture of compassion and respect to all while challenging systemic barriers and racism. Join us in this session for an exploration of opportunities for education support professionals to lead in creating schools that support the emotional, social, and learning needs of every student and caring adult in our communities

8:45 AM-10:45 AM

Four Keys to Building Strong ESP Locals

Presenter(s): Crystal Bush, Amy Evans

As a local leader or organizer, it can sometimes be a challenge to get our members actively involved in our locals. You may also feel challenged by the number of responsibilities you have and wonder how you can find the time to add membership recruitment and engagement as an ongoing activity. In this workshop you will learn how to create an ongoing membership engagement plan that focuses on the four keys for building and maintaining a strong ESP local: membership recruitment, engagement, development, and retention. We will walk you through the four phases and activities you can use to help engage your members through each of the four stages. Lastly, we will share a twelve-month membership engagement plan that will help incorporate membership engagement as an ongoing practice within your local. We encourage you to share any ideas and materials you use as part of your membership engagement strategy.

8:45 AM-10:45 AM

Helping Others Achieve Their Dreams was the Secret to Achieving My Own

Presenter(s): Katheryn Selby

Special education services have been authorized since 1973, yet 49 years later many education systems still don't fully recognize the power of student self-advocacy. When a student with a disability is empowered to take ownership of their own education by communicating their needs to their educators and parents and actively participating in IEP development and setting their educational goals, they can find themselves on the path of success. In this workshop you will receive the basic tools and knowledge necessary to understand both the simplicity and the power of teaching self-advocacy skills to your students as early as possible in the educational process to help them advocate for both their academic and social emotional success

8:45 AM-10:45 AM

Our Association in Action: Creating Change through Social Justice

Presenter(s): LaVeta Weatheringotn, Jackie Wooten

In this session, you will participate in interactive exercises to understand the concept of social justice and the connection between social justice issues and education policies. You will also explore the levels and types of social oppression and how these play out in your work settings. The session ends with an introduction to the four social justice principles and an action planning activity.

8:45 AM-10:45 AM

Promoting School Safety and Crisis Preparedness in Times of Uncertainty

Presenter(s): Crystal Foxx, Eunice Salcedo

As educators navigate the school environment and find ways to support students during crisis, school safety and crisis preparedness has become paramount. In this session, you will gain foundational knowledge of school safety and crisis prevention. You will learn valuable information on how to support the development of safe and secure learning environments for students, staff, and families. Specific attention will be given to developing, exercising, and evaluating school safety protocols and crisis awareness techniques that are useful in all school environments from the bus stop to the classroom. You will also work through school crisis examples and the roles that all educators play in prevention and awareness. The session will include specific activities related to developing a crisis action plan, evaluating safety/crisis teams, and integrating school and community crisis response personnel. Facilitators will address issues associated with the media, social media, technology, students with special needs, trauma-sensitive response, culture, and memorials. This training reinforces improved school climate, student behavior and academic functioning, individual leadership advocacy, student resilience, and school staff crisis response capabilities.

8:45 AM-10:45 AM

RESPECT: Illinois' Coordinated Campaign to Bring Change for ESPs

Presenter(s): Jill Scarcelli, Debra Ward-Mitchell

Illinois' RESPECT (Raising Education Support Professionals by Elevating Careers Together) Campaign is a statewide effort led by ESPs, with the support of IEA staff, to improve ESP working conditions by focusing on wages, health insurance, pensions, and retention and recruitment. Learn how we are working to bring about the change that is needed for ESPs, the long-term strategy, and how you can develop your plan to bring RESPECT to your state.

8:45 AM-10:45 AM

Roadmap towards Personal and Professional Growth for an Effective School Year

Presenter(s): Primrose Cameron, Johnny Green

In this session we will explore your unlimited potential to connect with fellow educators and work with those around you effectively through self-assessments, research and experiences. The areas of focus include, but are not limited to: self- esteem, self-awareness, life goals, and

communicating with others as you find new roads towards professional growth and towards reaching your leadership capacity.

8:45 AM-10:45 AM

Safe and Supportive Working Environments: A Right for LGBTQ+ Educators

Presenter(s): Tracy Hobbs

Safe and supportive environments are critical for all school personnel. This workshop provides insight into the employment protections available for LGBTQ+ employees at the federal, state, and local levels. Join us to discuss the challenges LGBTQ+ employees face in the workplace, review local district policies, and create a plan to advocate for a more inclusive workplace. By focusing on the Racial Justice in Education Framework, you will be able to help ensure new policies are both inclusive and equitable.

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8:45 AM-10:45 AM

Strengthen Your Local with Strategy

Presenter(s): Seleste Harris, Jeannette Young

The role of the union has changed over time and in order to remain relevant, the locals need to change too. The Education Support Professionals of Baltimore County (ESPBC) has faced the change head on by developing and implementing a year-round strategic plan. In this workshop,

you will identify the value of strategic planning and create a draft year-round strategic plan to recruit, retain, and engage ESP members.

8:45 AM-10:45 AM

Team Building for All Educators

Presenter(s): Robert Powell, Adrian Vargas

This session is a revamped, action-packed, thought-provoking workshop that will empower you with team building tools. You will learn how to identify the roles and the strengths people have on a team, and the weaknesses they can strengthen to promote team success. You will also engage in activities that require you to critically think and problem-solve as a team, including the challenge of contrasting a technical/transactional perspective with a mutual/relational attitude. This session is for any group looking to maximize success in fulfilling its mission and leaving an impact that can empower generations.

8:45 AM-10:45 AM

The "S" Word: The Role of Schools in Preventing Suicide

Presenter(s): Brandy Brooks

School staff are uniquely positioned to recognize the signs of suicide and self-injury and make the appropriate referrals for help. As schools and communities continue to navigate the fallout from COVID-19 and the accelerated youth mental health crisis, it is important that all school staff acquire the skills, vocabulary, and techniques to support young people at risk. In this workshop, you will gain an understanding of the importance of suicide prevention training as well as learn how to recognize and identify the risks and warning signs for youth suicide. Through videos, discussion, and interactive role-plays, you will gain practical knowledge and skills to be able to respond to a young person at risk.

8:45 AM-10:45 AM

What Does Equity Work Look Like?

Presenter(s): Shawna Moore, Janie White

This workshop is designed for establishing equity teams and what they work should look like. If you are looking for ideas, strategies, a toolkit, or direction, this is the workshop for you. In this session we will define what equity teams are, why you should build equity teams, how to get started, amazing resources, and more. Equity is more than just a name; it is our lens. Join us as we share from Washington, what our equity work looks like and sounds like. See you there!

8:45 AM-10:45 AM

What ESPs Should Know and Do to Ease Difficult Situations in the Classroom

Presenter(s): Katherine Bishop, Lynn Goss

Many of our students are shouldering grief, depression, and anxiety, raising the potential for intensified behavioral issues that make situations unsafe for educators. When behavioral

problems quickly escalate into crisis situations, educators are faced with daunting decisions about how to protect their students and themselves. In rare instances, educators have had to use restraint in order to protect the student, themselves, and others. In this session, we will equip you with the knowledge and strategies to help prevent or de-escalate crisis situations and know what to do to ensure the safety of students and staff.

8:45 AM-10:45 AM

Who Are Our ESPs?

Presenter(s): Melissa Hershcpf, Stacey Pelika

NEA recently completed its five-year survey of ESP members plus a statistical analysis of ESPs as a whole (members and non-members). In this session, we will review key results from this research project, including the financial situations of ESPs, and discuss how affiliates can use them to help organize, engage, and support ESP members.

8:45 AM-10:45 AM

Membership Conversations and Beyond: Perspectives from a Membership Trainer and a Member Organizer

Presenter(s): Jessica Miguez, Amanda Swarhout

Effective ESP member recruitment can be difficult to plan. With so many job classifications and worksite locations, coming up with a way to think about conversations, have members practice their conversations in an authentic way, and then having members take action on what they've learned can often feel like a daunting task! This workshop will help you sharpen your skills, as well as walk through structuring this type of training for your own contexts. You will also hear from a boots-on-the-ground organizer about how she puts this into practice in her own large, spread-out local association.