ESP Leadership in Action: Voices from the Field

Thursday, April 27, 2023
7:00-8:00 p.m. ET

Presented by:
Tameka Mays, ESP Fellow, NEA
Dan Brown, Senior Policy Analyst, NEA
• Trains ESP members to be effective leaders in their associations
• 11-month program that involves in-person training, webinars, outside readings, and completion of a capstone project
• Targeted training across an array of leadership areas that is designed and delivered by ESP members

"LFT [ESPLI] was life-changing for me both personally and professionally. I changed my leadership style which made it possible for my local and my state members to benefit from what I had learned and applied. I am a better person, not because LFT made me that way but because it taught me how to get there myself.

- Marie Glass, Class of 2009"
My Capstone Project

Words Matter: Building Inclusive Spaces for ESP’s and members of color

YAHaira Rodriguez, ESP Massachusetts
My Why?

► Educate others understanding why words matter to ESPs
► Engage members in racial, economic and social justice work and elevate good work already happening
► Create inclusive spaces where uncomfortable conversations around these issues could occur and growth will follow.
► Empower educators of color and ESPs to share their voices.
Educators Voices: Black Lives Matter Rally

► First time local union participated in community rally.
► Collaborated with communities of color to include educators voices
Words Matter
Challenges

- “You are racist Yahaira, against white people”
- Leadership pushed back
- Denied grant
- Fear of change
Learnings

- I learned that I was more passionate about my work than I thought.
- People want to have these conversations.
- We have allies.
- They want to learn to do better.
- Words DO MATTER.
In conclusion I'm very proud of the work we have done. We built power, identified new leaders and are creating a new union that looks like the members who belong to our union.
Ohio Education Association
Advocates for Racial, Social and Economic Justice

By: Cheryl Williams, OEA ESP at Large, NEA ESPLI member
OEA Strategic Priorities Oversight Committee
Charged with creating a 4th Strategic Priority around racial, social and economic justice.

• I’m on the S.P.O.C. Committee, now what?
  • As an ESP I was honored to be on this important committee but I was intimidated when the process started.
    • I had never written a rubric before!
    • “Conditions of success” was like a foreign language to me
    • I immersed myself in learning all I could about the process while deepening my understanding of the issues we needed to address
    • My knowledge of the inequities of ESP’s and personal experience working in a socio-economically challenged school were vital to me contributing to the conversations
  • NEA, OEA, ESPLI and ESP conference sessions were critical elements to my learning and my confidence
  • How are the Mission Statement, Vision Statement, Core Values and Strategic Priorities different from each other?
OEA Strategic Priority #4

• Priority #4 as adopted:
  • *Educate and organize OEA and its members to advocate for racial, social and economic justice.*
OEA Strategic Priority #4

• **Conditions of Success (developed in conjunction with the Board of Directors)**
  - Number of members attending OEA trainings on racial, social, and economic justice.
  - Number of OEA programs and activities facilitated or curated on the issues of racial, social, and economic justice.
  - Number and percentage of members of color that are elected to and attend the OEA RA.
The Cost of Living:

Wages and Economic Justice in Public Schools

Krystal Roberts - Georgia
Growing up I attended a brand new elementary school.

- Unlimited Resources
- Computer Labs
- Sardis, Georgia
- Burke County Public Schools
- Segregated Town
Modest Beginnings

- The make-up of the town
- Separated by the main street
- One side - no resources
- Other side - resources, parks,
- The ones on the more established side were the certified staff.
My Why

How can I help people?
Am I the only one that thinks this is ok?
Something needs to change but how?
Support Staff Pay Scale

For the Burke County Public School System
Salary Cap is at 16 steps or years.

- Custodians in this district works 245 days. 1st year custodian will look to make $21,036. A custodian who has worked the 16 years will look to make around $31,228 dollars annually. This amount does not include Insurance, TRS, taxes, and any other deductions.

- A Paraprofessional 1 in this district work for 190 days, and starts off making $18,575. A paraprofessional who has worked 16 years will look to make $27,575

Paraprofessional II- 20,282- 30, 108 *Bachelor degree requires.
Next Steps

Scheduled meeting with the Superintendent
Use my network and connections to inform others.
Use resources that come from being a former local President, and a member of my Board of Directors for my State Association.
Step out of my Blue(True Colors) bubble, and make a difference
Speak with the Superintendent Advisory Council
Support Squad®

The Bartlett Education Association
Educational Support Professional
Mentoring Program
Why Statement

We want to provide our ESPs professional support through mentoring because we want to empower ESPs to achieve their personal and professional goals as a Bartlett City Schools employee.
Target ESPs

1. Clerical Services
2. Food Services
3. Health & Student Services
4. Paraeducators
Launching Support Squad

• Surveyed ESPs to determine the need for and interest in a mentoring program.
• Results showed that the ESPs do not feel supported by the district and the PD offered is not helpful.
• Recruited 3 mentors and 3 mentees for the pilot.
Here is what one mentee had to say:

Are you satisfied with the program?
Absolutely!

Are you getting from the program what you expected?
I wasn’t sure what to expect initially, but I am getting lots of helpful information.

What is the best part?
Discovering all the PD that NEA and TEA has to offer.

What can we do to make the program better?
The benefits meeting that was held on the 10th was
Q&A