



Pre-Conference Workshops	Thursday, March 21	9:00 a.m. - 5:00 p.m.	8-hour	pp. 1-4
Early Bird Workshops	Friday, March 22	8:00 a.m. - 3:00 p.m.	6-hour	pp. 4-5
Early Bird Workshops	Friday, March 22	8:00 a.m. - 12:00 p.m.	4-hour	pp. 6-8
Conference Workshops	Saturday, March 23	Session I: 8:30 a.m. - 10:30 a.m. Session II: 10:45 a.m. - 12:45 p.m. Session III: 3:00 p.m. - 5:00 p.m.	2-hour	pp. 9-25
ESP Career Family Conversations	Sunday, March 24	8:45 a.m. - 10:45 a.m.	2-hour	p. 25

Pre-Conference Workshops, Thursday, March 21

9:00 a.m. - 5:00 p.m. (8-hour)

1. Becoming: Your Journey as a Leader

Shondea Chapman, Amy Evans, Martin Jenkins, Estevan Jimenez, Stacy Tayman

Are you ready to embrace the leader you are already becoming? No matter where you are on your journey, this workshop will assist ESP members like you in rediscovering what is already there- the leader inside of you. You will learn (as well as 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. Join us and learn how to connect more deeply to your core values, expand ideas, and examine your beliefs of leadership.

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Leading Our Professions (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

2. ESP Bill of Rights and RESPECT

Joni Cederholm, Sonia Fortin, Sean McKillop, Amy Morin, Cindy Poper, Cindy Porter, Jill Scarcelli, Debra Ward-Mitchell, Cathy Wyzykowski

Is your local or state affiliate ready to engage ESP members to organize for the issues most important to them? Whether you live in a bargaining or non-bargaining state, an ESP Bill of Rights is a strategic tool to engage members, create a sense of belonging, and build power for the union.

In this session, you will learn how NEA affiliate members, staff, and leaders from Massachusetts, Maryland, and Illinois have built a strategic Bill of Rights/RESPECT campaign to increase ESP visibility, rights, and respect across their states, and the successes and challenges they have faced in the process. You will also learn how to build your own campaign from the ground up, organize through one-on-one conversations, and tap into resources and strategies to support your work.

PGC Universal Standard: Professionalism (Level 3)

Leadership Competency: Advocacy (Level 3)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

3. ESP of the Year Nominee Engagement, Empowerment, and Skill-Building (By Invitation Only)

Andrea Beeman, Pamella Johnson, Staci Maiers, Ramona Oliver, Matthew Powell, Debra Ward-Mitchell

NEA ESP of the Year nominees are uniquely positioned to effect change at the local, state, and national levels. Led by former NEA ESPs of the Year, this session will empower 2024 ESP of the Year state nominees and equip them with the skills and knowledge to realize and use their positions to positively impact their unions, worksites, and communities. Join this session to build community with and learn from other NEA ESP of the Year colleagues. **This session is by invitation only.**

4. How to Build and Facilitate ESP Professional Learning Communities (PLCs)

Cathy Butler, Twanda Evans, Regina Gambrell, N. Sabrina Gates, Alison Hill, Denise Verrill, Genesis Zschocher

Member engagement and lifting professionalism are key to moving our union forward, growing leaders, and valuing the work our members do every day, in each job family. Through the lens of the Professional Growth Continuum (PGC) and the Universal Standards, this session invites you to use structured and strategic professional learning opportunities—ESP PLCs—to create an environment that supports members in deepening their understanding and appreciation for the work they are engaged in at their sites.

We will share experiences in launching ESP PLCs, designing programs to lift ESP Learning Leaders, creating opportunities for using the PGC, and growing NEA Micro-Credential participation. You will learn how professional learning is a member benefit that strengthens engagement, builds solidarity, enhances professionalism, and promotes leadership. Come be inspired and develop a plan for enriching your member engagement!

PGC Universal Standard: Professionalism (Level 3)

Leadership Competency: Leading Our Professions (Level 3)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

5. National Association of School Psychologists PREPaRE Comprehensive School Safety Planning Workshop

Dr. Todd Savage

This nationally recognized comprehensive school safety and crisis response curriculum focuses on best practices in school safety and crisis prevention and preparedness. Developed by school professionals for school professionals, from administrators to school-employed mental health personnel and others, emphasis in this workshop is placed on teaming, planning, and various safety and crisis response plans based on guidance from the U.S. Department of Education.

Topics addressed include evidence-informed, research-based practices in the areas of communication, exercises, and drills, assessing crisis events and applying the appropriate level of response, developing memorials, and applying the Incident Command System to assist in the teaming and collaboration process aspects of the work, amongst others. Participants will leave with numerous resources to support the work in their schools and districts beyond the workshop.

Ahead of the workshop, participants are expected to download the necessary materials (a link will be provided), view a short video included with the materials, and complete a brief online pretest.

PGC Universal Standard: Health and Safety (Level 2)

Leadership Competency: Social and Emotional Intelligence (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

6. SCENE I: In Order to Take Action You Must Be Willing to Bear Witness

The Conciliation Project and the NEA Center for Racial and Social Justice

Unpacking real-life events and experiences to help us define our role as witness or spectator, as participant or bystander. There's a transformational power in the stories that are told about us and by us. Often what is true and what is false is determined by who controls the narrative. What role we take in the process can be both liberating and empowering.

The Conciliation Project and the NEA Center for Racial and Social Justice invite you to join us as we interrogate what it means to be a witness and to bear witness to the stories within our

communities that both define and inform us, unpack the stories that we have learned and lived, and explore how to change the narrative and/or be empowered to tell the truth.

Through the use of The Conciliation Project's branded History Live experience, participants will engage with real historical scenes as part of their experiential learning process.

PGC Universal Standard: Cultural Competence (Level 1)

Leadership Competency: Advocacy (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

Early Bird Workshops, Friday, March 22

8:00 a.m. - 3:00 p.m. (6-hour)

1. American Heart Association (AHA) Heartsaver First Aid, CPR, and AED Training

Sheila Caldwell, Elizabeth Pray

Presented in partnership with STOP THE BLEED®, this course will cover the AHA requirements for HeartSaver Adult and Child First Aid, CPR, and AED certification. You will be required to demonstrate hands-on skills as you learn about first aid basics, medical emergencies, adult and child CPR and AED use, opioid-associated life-threatening emergencies, and choking maneuvers. Upon successful completion of this course, an AHA certificate will be emailed to you within 2-3 weeks.

PGC Universal Standard: Health and Safety (Level 1)

Leadership Competency: Leading Our Professions (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

2. ESP State Staff Coordinators (By Invitation Only)

This is the annual invitation-only meeting of the ESP State Staff Coordinators. We will feature ESP experience, empowerment, and engagement issues. We will explore ESP racial and social justice organizing. There will be networking opportunities to build community and advance the work of staff who advocate for ESPs.

3. Harnessing Your Voice Through Storytelling, Persuasive Public Speaking, and a Strong Digital Presence

Brenda Alvarez, Katherine Hilts, Natieka Samuels, Brian Washington

Are you looking to enhance your communication skills to become a successful ESP leader? We are excited to introduce a new program designed specifically for you. This workshop will provide you with the tools to inspire others, promote pro-union values, and confidently navigate difficult conversations. You will learn how to use your authentic voice for storytelling, master the art of persuasive public speaking, and craft a digital program and presence so that you can lead with confidence and make a positive impact on your school community.

PGC Universal Standard: Communication (Level 2)

Leadership Competency: Leading Our Professions (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

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

Eunice Hernandez Salcedo

El curso de Primeros Auxilios, CPR, y AED de la Cruz Roja está diseñado para capacitar a participantes con el conocimiento y las técnicas que se necesitan para responder a una emergencia. El curso incluye actividades para demostrar habilidades, conversaciones sobre los procedimientos apropiados y ejercicios en grupos pequeños para responder y cuidar a una persona lesionada o enferma. Al completar el curso, los participantes recibirán un certificado digital válido por 2 años de la Cruz Roja.

PGC Universal Standard: Health and Safety (Level 1)

Leadership Competency: Leading Our Professions (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

Early Bird Workshops, Friday, March 22

8:00 a.m. - 12:00 p.m. (4-hour)

1. Becoming: Your Journey as a Leader

Shondea Chapman, Amy Evans, Martin Jenkins, Estevan Jimenez, Stacy Tayman

Are you ready to embrace the leader you are already becoming? No matter where you are on your journey, this workshop will assist ESP members, like you, in rediscovering what is already there- the leader inside of you. You will learn (as well as 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. Join us and learn how to connect more deeply to your core values, expand ideas, and examine your beliefs of leadership.

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Leading Our Professions (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

2. Beyond Your Vote: Become an EdActivist!

Amber Holland

Educators have a powerful voice in our democracy. In this session, we will take a deep dive into electoral organizing, focusing on the 2024 election and NEA programs like “Make a Plan to Vote” and “Knock-tober.” You will also learn the fundamentals of relational organizing and create a plan for your community, receive a crash course on the EdActivist tool, and leave with the knowledge of how your organizing is part of a nationwide movement to help elect pro-education candidates.

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Advocacy (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

3. Cap Rules Everything Around Me: Cultural Capital is Community Wealth

James Frazier, Kimberly Scott-Hayden, Gabriel Tanglao

In this session, we will explore different forms of cultural capital that add flavor, ingenuity, and value to our schools and workplaces. The dominant culture often focuses on the deficits of people from historically marginalized communities, which is a result of white supremacist ideology. It's time to

change the game and leverage cultural capital to strengthen our power as ESPs and ensure justice-centered unions and strong public education.

PGC Universal Standard: Cultural Competence (Level 1)

Leadership Competency: Advocacy (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

4. ESPs: Critical Communication in Organizing

Floyd Cox, Brian Phillips

ESP organizers are critical to the success of our union, and successful organizing isn't possible without effective communication. This workshop is focused on ESPs as professionals and union organizers. Join us to learn effective communication and listening skills critical for organizing, including understanding NEA's five key year-round organizing strategies, practicing 1:1 conversations, and developing a BRAG (Benefits, Resources, Achievements, and Goals) for your local association. Come and build your skills with us!

PGC Universal Standard: Communication (Level 2)

Leadership Competency: Communication (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

5. Fantastic Facilitation: Elevating Presentation Skills to Build Member Engagement and Professionalism

N. Sabrina Gates, David Peacock

Think about a workshop that stayed with you long after—perhaps there was a presenter who affirmed you, challenged your thinking, or shared an idea that made you laugh, think, and collaborate. These opportunities allow us to grow, learn, and feel inspired. Facilitation is key for learners to elevate their knowledge and skills. In this session, you will learn the knowledge and strategies used by a developing cadre of facilitators, and learn to lead on opportunities where participants can develop themselves and elevate others.

PGC Universal Standard: Communication (Level 3)

Leadership Competency: Leading Our Professions (Level 3)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

6. SCENE II: The Truth and the Lie

The Conciliation Project

Unpacking real life events and experiences to help us define our role as witness or spectator, as participant or bystander. There's a transformational power in the stories that are told about us and by us. Often what is true and what is false is determined by who controls the narrative. What role we take in the process can be both liberating and empowering.

The Conciliation Project invites you to join in or continue your exploration of what it means to be a witness and to bear witness to the stories within our communities that both define and inform us and our capacity for truth telling as we bear witness. Through the use of The Conciliation Project's branded History Live experience, participants will engage with real historical scenes as part of their experiential learning process.

PGC Universal Standard: Cultural Competence (Level 1)

Leadership Competency: Advocacy (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

7. Social Emotional Learning (SEL): From Toxic Stress to Self-Care

Christina Gordon, Erika Zamora

ESPs are feeling the pressures of the times as they balance family and personal matters with providing quality services to students and families. From shortages to increased workloads, ESPs have been overtaxed. In this interactive session, we will review the impact of these stressors on the ESP workforce and foster a common understanding of stress and the importance of advocating for self-care.

PGC Universal Standard: Professionalism (Level 1)

Leadership Competency: Social and Emotional Intelligence (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

8. Strategies for Managing Student Behaviors

Hanna Hodges, Fanta Lee-Sankoh

ESPs play a crucial role in managing student behaviors and creating positive learning environments. It is important for us to identify and understand the underlying causes of student behaviors, as they can be influenced by various factors. Join us and learn how to recognize and address these behaviors, build strong relationships with students, and create supportive and conducive learning environments so all students can succeed.

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Social and Emotional Intelligence (Level 1)

Relevant for: All ESP Careers; Pre-K through High School

Conference Workshops, Saturday, March 23

Session I	8:30 a.m. - 10:30 a.m.
Session II	10:45 a.m. - 12:45 p.m.
Session III	3:00 p.m. - 5:00 p.m.

1. Advance Your Negotiation Mastery (Sessions II, III)

Crystal Bush

Whether you are new to bargaining or honing your negotiation skills, join us to learn how to advocate for members and negotiate confidently. You will learn the bargaining skills needed to be a strong union advocate, how to work around difficult situations that prevent parties from reaching a deal, and how to handle emotions during bargaining. We will also discuss and practice the various types of negotiations such as interest-based, traditional, and bargaining for the common good.

PGC Universal Standard: Professionalism (Level 3)

Leadership Competency: Advocacy (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

2. Artificial Intelligence: How Will it Affect ESPs and their Work? (Sessions I, III)

Melissa Herschopf, Stacey Pelika

This workshop and listening session will provide you with an opportunity to hear about the work of NEA's Task Force on Artificial Intelligence. We will summarize the task force's findings and share draft recommendations, with particular emphasis on implications for ESPs. Participants will be able to ask questions and provide input to task force members and staff.

PGC Universal Standard: Technology (Level 1)

Leadership Competency: Leading Our Professions (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

3. Becoming: Your Journey as a Leader (Session III)

Shondea Chapman, Amy Evans, Martin Jenkins

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PGC Universal Standard: Communication (Level 1)

Leadership Competency: Leading Our Professions (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

4. Beyond Your Vote: Become an EdActivist! (Session I)

Amber Holland

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PGC Universal Standard: Communication (Level 1)

Leadership Competency: Advocacy (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

5. Building Collective Power to Win Healthy School Meals: JESPA and Coloradans for the Common Good (Session III)

Vicki Flores, Brock Grosso, Zander Kaschub

Join JESPA (Jeffco Education Support Professionals Association) and Coloradans for the Common Good to learn about our work building institutional power to win healthy school meals for all students along with a 30% wage increase for workers. From advocating for Colorado's Proposition FF to negotiating a healthy food pilot program, learn how we built collective power by engaging with our community to transform school meal programs for student well-being.

PGC Universal Standard: Cultural Competence (Level 2)

Leadership Competency: Organizing (Level 3)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

6. Cap Rules Everything Around Me: Cultural Capital is Community Wealth

(Session I)

James Frazier, Kimberly Scott-Hayden, Gabriel Tanglao

In this session, we will explore different forms of cultural capital that add flavor, ingenuity, and value to our schools and workplaces. The dominant culture often focuses on the deficits of people from historically marginalized communities, which is a result of white supremacist ideology. It's time to change the game and leverage cultural capital to strengthen our power as ESPs and ensure justice-centered unions and strong public education.

PGC Universal Standard: Cultural Competence (Level 1)

Leadership Competency: Advocacy (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

7. Collaborative Synergy: Why New Teachers and ESPs Make a Dynamic Team

(Sessions II, III)

Demetrius Dove, Joie Moore

Join us (a veteran ESP and an aspiring educator) to explore how the powerful partnership between new educators and support professionals can benefit students, educators, and the community. During this workshop, we will share practical skills, strategies, and tools for effective teamwork and how to foster inclusivity and equity in the school environment. Let's collaborate meaningfully and be part of the transformation in education!

PGC Universal Standard: Communication (Level 2)

Leadership Competency: Leading Our Professions (Level 2)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

8. Come as You Are: Inclusive Induction and Mentoring Models for Novice

Paraeducators (Session I)

Nancy Routson, Elizabeth Rowden

The public education workforce is evolving. New paraeducator hires come from a wide variety of backgrounds, some with little or no experience in schools, instruction, or with students. This session will focus on how to empower novice paraeducators with induction programs that teach the necessary job-related skills paired with mentoring programs that provide ongoing support and culture building.

PGC Universal Standard: Organization (Level 3)

Leadership Competency: Leading Our Professions (Level 3)

Relevant for: Paraeducators; Pre-K through High School; Central Office/Districtwide

9. Courageous Conversations: What Does That Mean? How Can We Have Them?

(Sessions I, II)

Aneeka Ferrell

Are you ready to have a bold conversation with people in your school community and beyond? This workshop will help participants define courageous conversations and explore the courageous conversations compass. Together we will learn how to process dialogue exchanged during conversations, evaluate courageous conversation agreements, assess intent versus impact, and foster ongoing conversations using various supportive strategies.

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Communication (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

10. Creating Your Road Map to Leadership and Organizing (Session II)

Temika Langston-Myers, Kimberly Scott-Hayden

Join us to learn how you can become influential leaders advocating for ESP interests and organizing others for union and community advocacy. Recognizing your skills, knowledge, and experience, and the areas you aim to strengthen, we will learn about different avenues for leadership (local, state, and national). We will also set SMART (specific, measurable, achievable, relevant, and timebound) goals and learn how to create a personalized road map, address challenges, celebrate successes, and overcome roadblocks in our leadership journeys.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Governance and Leadership (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

11. Developing Committees and Boards that Empower, Motivate, and Foster a Pipeline of Diverse Leaders (Session I)

Marcia Mackey, Kandy Slack

This interactive workshop explores how we begin our leadership journey through association leadership, including the purpose of a board and member roles and how to create a legacy of activism through activities and collaborative review. Highly functioning groups communicate, embrace the union's mission, and accomplish goals while fostering inclusion and centering diversity as the foundation for success. You will explore your responsibility to create a legacy that actively brings others into leadership and develop an action plan to foster a pipeline of diverse leaders.

PGC Universal Standard: Communication (Level 3)

Leadership Competency: Leading Our Professions (Level 3)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

12. Educating the Whole Student After the Pandemic Storm (Session III)

Robert Browning, Audrey Nichols

As ESPs, we know the importance of educating the whole student and the critical role that all educators have in the holistic well-being of students. This workshop will examine the five tenets of the whole student philosophy (healthy, safe, supported, engaged, and challenged) and how ESPs, teachers, and all other staff and administrators must work together for student success now more than ever. Join us to learn about educating the whole student after the pandemic storm.

PGC Universal Standard: Professionalism (Level 1)
Leadership Competency: Leading Our Professions (Level 1)
Relevant for: All ESP Careers; Pre-K through High School

13. Effective Communication: Be Seen, Be Heard (Sessions I, II)

Jariza E. Rodriguez

ESPs, let's learn how to effectively communicate! During this workshop, you will learn about effective communication, including how to be clear, concise, and confident in communicating your ideas. We will also focus on framing messages for different audiences to influence, motivate, and persuade through engaging and compelling messages.

PGC Universal Standard: Communication (Level 1)
Leadership Competency: Communication (Level 1)
Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

14. Empecemos la Conversación (Let's Start the Conversation) (Session III)

Lupita Almanza, Rosa Sanchez

Do you want to better connect with your school community? Through this workshop, we will explore how to use and apply Spanish and English communication with students, parents, colleagues, and community members in different school settings.

¿Quiere conectarse mejor con su comunidad escolar? A través de esta clase, vamos a explorar cómo aplicar y utilizar la comunicación en inglés y español con estudiantes, padres, colegas y miembros de la comunidad en diferentes situaciones escolares.

PGC Universal Standard: Cultural Competence (Level 1)
Leadership Competency: Communication (Level 1)
Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

15. emPOWERing Education Support Professionals (Session I)

Dr. Sarah Fulk, Maryanne Hyacinthe

Are you interested in developing a plan for ESP professional development? Do you believe that ESPs need professional development created specifically for them and their careers? In this workshop, you will learn strategies that can kickstart professional development in your locals, using NEA's ESP Professional Growth Continuum and Leadership Competency Framework for both leadership and professional growth.

PGC Universal Standard: Organization (Level 2)

Leadership Competency: Advocacy (Level 2)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

16. ESP Mentoring and Organizing: Building the Next Generation of ESP Leaders (Session III)

Sonia Fortin, Amy Morin

Mentoring programs are essential to support ESP emerging leaders and mobilize other rank-and-file members to lead throughout our union's organizing efforts. View an example from Massachusetts, and learn how you can establish your own mentoring program focused on leadership and capacity building for ESPs and by ESPs. This workshop is aimed at supporting you in your efforts as you help foster the next generation of ESP leaders through mentoring.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Organizing (Level 2)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

17. ESP Mentoring: How to Create a Robust Program and Tailor it to Your Local's Needs (Session I)

Patti Lawrence, Allison Orton, Colette Smith, Laura Warren

Are you interested in creating an ESP peer mentoring program? ESP mentoring programs support and enable ESPs to fulfill their crucial roles in public education. Join us to learn how two locals in Oregon (Lebanon and Grants Pass) worked together to support each other through their mentoring journeys. During this workshop, we will share how to take an established ESP mentoring program and make it your own, suiting the unique needs within your local and district. You will also learn best practices for training your mentors to work with your mentees.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Leading Our Professions (Level 2)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

18. ESP Solidarity, Engagement, and Advocacy (SEA) (Session I)

Tina Mansfield, Alex Rivera

ESPs are essential to public education, students, and our union. In this workshop, participants will learn, through examples, how everyone benefits when they apply SEA (solidarity, engagement, and advocacy). From collaborative negotiations, student support, member recruitment, and organizing, we will cover strategies to amplify ESP voice. SEA can help build relationships amongst ESP career families while advocating for student success, inclusivity, member solidarity, and rESpect.

PGC Universal Standard: Communication (Level 2)

Leadership Competency: Organizing (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

19. ESPs: Round Table Discussions (Session III)

Kathy Hale, Dusty Livingston

In this workshop, you will learn how to host your own round table discussions to engage members and potential members in the conversations that matter most to them. If you're interested in building a stronger union for your ESP members, join us at our workshop!

PGC Universal Standard: Organization (Level 1)

Leadership Competency: Organizing (Level 1)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

20. Fighting Outsourcing, Building Capacity, and Discovering Power (Sessions I, II)

Ignacio Sanchez, Ivory Smith

The outsourcing of ESP jobs happens when there is a lack of power in key areas. This workshop will teach you how to identify weaknesses in your local union and build the capacity to resist. Along the way, we will discover that the empowerment necessary to stop privatization is the same empowerment to win better wages and benefits, and respect.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Organizing (Level 2)

Relevant for: All ESP Careers; Pre-K through High School

21. How to Influence Decision Makers (Session II)

Tammy Erickson, Gail Kablau

In this workshop, you will learn how to influence the decision-makers who affect our daily lives. Learn strategies on how we can affect elections and legislators, holding those elected accountable from the local to the national level. Be ready to share ideas through a robust conversation and take action to effect change. There is a role every member can play, both big and small. ESPs, if we want change to happen, we have to step up and make that change.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Advocacy (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

22. How to Start Organizing Your Local Health and Safety Committee

(Sessions II, III)

Allen Barkkume, Michael Rollins

Join us and learn how to establish a local health and safety committee. This workshop will provide you with the best practices for maintaining a safe and healthy workplace and how to use your local health and safety committee to advocate for the rights of all workers.

PGC Universal Standard: Health and Safety (Level 2)

Leadership Competency: Organizing (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

23. How to Win a Fair Contract Using the ESP Bill of Rights (Session I)

Melinda Martin, Yahaira Rodriguez

The Educational Association of Worcester (EAW) won a historic contract by using the Massachusetts Teachers Association (MTA) ESP Bill of Rights. Join two members of the EAW contract negotiation team to learn how they waged a successful campaign to win a fair contract. They will share resources, strategies, and examples to help you in your own efforts to win big for ESPs.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Advocacy (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

24. I Hear Your Voice: Practical and Low-Tech Communication Support for Students (Sessions II, III)

Chante Doran, Tlesha McFee

This interactive workshop is designed to empower educators to be a bridge for students with communication delays. You will walk away with specific tools to help bridge the divide between non-verbal students and their peers, including tools to help students find the strength, courage, and inner power to communicate with peers and advocate for themselves. Join us in an environment fueled by the power of love, acceptance, and compassion that will drive your students to success.

PGC Universal Standard: Communication (Level 2)
Leadership Competency: Communication (Level 2)
Relevant for: All ESP Careers; Pre-K through Middle School

25. Improving Safety and Comfort with Eating and Drinking in Schools (Session I)

Mary P. Doohar, Anzer "Nikki" Woodward

This workshop will focus on safe swallow strategies to decrease the risk of choking and the aspiration of drinks, including learning about swallowing structures, normal vs abnormal functions, and at-risk student populations. You will learn about red flags, comparison of food and drink consistencies, and how to safely work with students with an increased risk of choking when they eat and drink. This workshop is especially relevant for paraeducators and health and student service ESPs.

PGC Universal Standard: Health and Safety (Level 1)
Leadership Competency: Advocacy (Level 1)
Relevant for: Food Services; Health and Student Services; Paraeducators; Pre-K through Higher Education; Central Office/Districtwide

26. Maximizing Your Financial Potential: A Hands-On Approach (Session III)

Mike Gavin, Aaron Warner

Are you interested in exploring a better way to handle your finances? In this interactive workshop, we will explore a variety of financial topics including how to improve your personal financial management to improve your lives. You will also learn how to identify solutions to common financial problems and create and implement a monthly budget based on learned principles. Let's get started!

PGC Universal Standard: Communication (Level 1)
Leadership Competency: Communication (Level 1)
Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

27. Media 101: Applying the Fundamentals of Working with the News Media to Everyday Comms Needs (Sessions II, III)

Staci Maiers

Effective communication can inspire others to act, be a catalyst for changing public opinion, help a contract bargaining process, plant the seeds for new ways of thinking, or persuade audiences to your side. Using the media can help amplify your voice by broadcasting your message. In this workshop, experts will share tips on using your credibility as an educator to win over the hearts and minds of your audiences. You will learn the fundamental skills of working with the media that can be used in everyday scenarios.

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Communication (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

28. Mentoring Matters: A Journey in ESP Mentoring (Sessions II, III)

Seleste Harris, Jeannette Young

Congratulations, you have been hired for a new position. You have been given your ID badge and key to the building, and you're wondering, now what? Who do you contact if you have a question? The Education Support Professionals of Baltimore County (ESPBC) have created a plan to address that. Join us to hear about our journey in creating a comprehensive onboarding and mentoring program that benefits students, staff, and the entire school community.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Leading Our Professions (Level 2)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

29. Micro-credentials: The Key to Focused, Fast, Flexible, Financially Beneficial Learning (Sessions II, III)

Laura Warren, Stacey Zoon

Are you interested in knowing more about NEA's micro-credentials? Do you want quality professional development and learning relevant to your job? Are you interested in starting an NEA micro-credential pilot program? Join us and learn first-hand from an Oregon local how we are making a difference for our members by improving their professional practice and consequently increasing their recognition and pay through micro-credentials.

PGC Universal Standard: Professionalism (Level 1)

Leadership Competency: Leading Our Professions (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

30. Organize with rESpect: How to Build a Strong ESP Voice and Increase Engagement (Sessions II, III)

Jill Scarcelli, Debra Ward-Mitchell

Are you ready to organize and build capacity in your local or state association? In this interactive workshop, you will create a personal road map to grow the collective voice of ESPs in your local or state. You will analyze your state or local association's current ESP capacity and create a road map to increase member voice, strength, and effectiveness. Let's organize with rESpect and reach our goals!

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Governance and Leadership (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

31. Organizing and Developing Partnerships for Change in the School Community (Session II)

Stephanie Johnson, Erica Knox

This workshop will focus on developing a strategic plan including collaborative partnerships with all educators and key stakeholders, setting organizing goals, developing leadership skill sets, and creating a plan of action for leadership growth and ongoing development. ESPs as an integral part of all school communities must spearhead this change! Join us and learn how you can improve accountability at the local, district, and state levels through educator, parent, and community partnerships and coalitions

PGC Universal Standard: Professionalism (Level 3)

Leadership Competency: Leading Our Professions (Level 3)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

32. Our Story: Building an ESP Mentoring Program and Creating Future ESP Leaders (Session I)

Lora Crabtree, Stephanie Dupras, Gloria Mantagaris

We want to take you on a journey. Come and learn how the Champlain Valley School District and local association in Vermont started an ESP mentoring program that has become regionally and nationally recognized. Join us, the three ESP mentoring program coordinators and learn how we retain and attract exceptional ESPs to work in our district and elevate ESPs as mentor leaders through peer mentoring.

PGC Universal Standard: Professionalism (Level 1)

Leadership Competency: Leading Our Professions (Level 1)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

33. Political and Financial Constraints: Negotiating Healthcare in Collective Bargaining Agreements (Session I)

Dave Jelliff

Are you fed up with negotiating healthcare? Are you fed up with a healthcare negotiation process that goes absolutely nowhere? Are you afraid to negotiate healthcare because you don't understand the basics, such as what information to ask for, where to begin, and the general terminology or the politics limiting your ability to enhance your healthcare plans? This session will help you master the fundamentals of negotiating healthcare for you and your colleagues, including the conversations you need to have in your worksites that can and should be used as organizing tools.

PGC Universal Standard: Health and Safety (Level 3)

Leadership Competency: Strategy and Fiscal Health (Level 3)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

34. Preschool is Real School (Session I)

Leslie Calhoun, Tlesha McFee

Preschoolers learn through movement and play and engaging 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 growth of our youngest learners. So, join us and learn how you as an ESP can educate our youngest learners! Whether your preschoolers are on the bus or in the cafeteria, library, or classroom, let's make sure that preschool is considered real school.

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Communication (Level 1)

Relevant for: All ESP Careers; Pre-K or Elementary

35. Prioritizing Racial Justice and the Need for Anti-Racist Educators (Session I)

Amelia McConnell, Robin McLean, Donald Washington

NEA has a vision of great public schools for every student. This interactive workshop will provide educators of all racial and ethnic identities with an overview of racial justice co-conspiratorship. You will learn the impact of racism in public education and discuss resources and tools on how to get involved in creating change to advance racial justice.

PGC Universal Standard: Cultural Competence (Level 2)

Leadership Competency: Governance and Leadership (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

36. Real Food, Real Jobs: The Movement for School Food Justice (Sessions II, III)

Jennifer Gaddis, Sara Trongone

School food service professionals are essential to the success of our students. This workshop will explore the challenges they face and discuss strategies for improving working conditions, increasing pay and benefits, and providing professional development opportunities. You will learn how strong federal school nutrition standards and universal school meals benefit both food professionals and students and get strategies on how to advocate for universal school meals in your community

PGC Universal Standard: Communication (Level 2)

Leadership Competency: Advocacy (Level 2)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

37. SCENE III: Bearing Witness to Take Action (Session I)

The Conciliation Project

***Attendance to SCENE II: The Truth and Lie (early bird workshop) is strongly recommended as a pre-requisite of this session.**

Unpacking real life events and experiences to help us define our role as witness or spectator, as participant or bystander. There's a transformational power in the stories that are told about us and by us. Often what is true and what is false is determined by who controls the narrative. What role we take in the process can be both liberating and empowering. The Conciliation Project invites you to join in or continue your exploration of how we cover the ground we stand on by correcting the narrative and telling the truth. Through the use of The Conciliation Project's branded History Live experience, participants will engage with real historical scenes as part of their experiential learning process.

PGC Universal Standard: Cultural Competence (Level 1)

Leadership Competency: Advocacy (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

38. See Educators (like YOU!) Run for Public Office (Sessions II, III)

Meighan Davis, Lee Hedgepeth

Electing NEA members on the local, state, and federal levels is crucial to our success in creating the schools our students and educators deserve. This workshop is for ESP leaders who are interested in running for public office. You will learn how to craft a one-minute vision statement, examine the core components of what it takes to run for public office, and review the steps to take before kicking off a successful campaign.

PGC Universal Standard: Organization (Level 1)

Leadership Competency: Advocacy (Level 3)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

39. Social Emotional Learning (SEL): From Toxic Stress to Self-Care

(Session I)

Christina Gordon, Erika Zamora

ESPs are feeling the pressures of the times as they balance family and personal matters with providing quality services to students and families. From shortages to increased workloads, ESPs have been overtaxed. In this interactive session, we will review the impact of these stressors on the ESP workforce and foster a common understanding of stress and the importance of advocating for self-care.

PGC Universal Standard: Professionalism (Level 1)

Leadership Competency: Social and Emotional Intelligence (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

40. Somos/We are: Dismantling Barriers and Demanding Justice for Latino

Students and Educators (Sessions II, III)

Toni Mejias de Colón, Yahaira Rodríguez

Historically, our Latino community has encountered various forms of prejudice and other injustices that have left lasting emotional trauma and have hindered our collective sense of belonging. In this workshop, we will delve deeper into the experiences, perspectives, and complexities of first, second, and third-generation Latinos in the U.S. As educators and learners, we can empower both our students and ourselves. Let us dismantle barriers and build bridges across cultural divides. This workshop will be in English/Spanish-Spanglish

PGC Universal Standard: Cultural Competence (Level 1)

Leadership Competency: Social and Emotional Intelligence (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

41. Speaking Our Truths to Level Up: Being Race and Class Explicit to Organize

for Our Future (Session II)

Pamella Johnson, Shawna Moore, Merwyn Scott, Michael Scott

Educators across the country are dedicated to supporting all students. While certain politicians are trying to divide us for their own profit, by joining together, we can demand a fair and just public education system for all. In this session, we will share how to message our values and calls for collective action using the Race Class Narrative (RCN) framework. We will then offer examples of effective messaging and give you an opportunity to practice RCN messaging for your own actions.

PGC Universal Standard: Cultural Competence (Level 2)

Leadership Competency: Communication (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

42. Stop Talking and Start Paying ESPs More Money (Session I)

Sundjata Sekou

In union and education spaces, it is time to stop talking and giving platitudes to ESPs, and start organizing to get ESPs—many of whom are black and brown—paid MORE MONEY! When it comes to ESPs, do as the great poet Jay-Z rapped, “We can talk, but money talks, so talk more bucks.” In this session, you will get an overview of how ESPs have been historically underpaid and undervalued and how recent labor movements make it the perfect time to demand, advocate, and possibly strike for better pay and respect. Join us to learn how to take action and advocate for the pay and benefits you deserve.

PGC Universal Standard: Professionalism (Level 1)

Leadership Competency: Advocacy (Level 2)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

43. Supporting Students with Grief and Loss (Sessions I, II)

Dr. David Schonfeld

Most ESPs recognize the impact of grief and loss on children and want to provide support but might not know how. This workshop supports ESPs with practical advice on how to support grieving students, including: understanding how grief differs from trauma, what not to say, considerations related to different cultures, identifying and addressing guilt, appropriate academic accommodations, compassion fatigue, and managing grief triggers. The presenter, Dr. Schonfeld is a developmental-behavioral pediatrician and professor of clinical pediatrics.

PGC Universal Standard: Communication (Level 2)

Leadership Competency: Communication (Level 2)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

44. Taking a Stand: Creating Safer Schools for LGBTQ+ Students (Sessions II, III)

Diane Schneider, Toni Smith

Join us and learn how you can create safer spaces for LGBTQ+ students. By identifying key contributors to safe spaces and common barriers and using the NEA Racial Justice in Education Framework, you will leave with an action plan to support LGBTQ+ students.

PGC Universal Standard: Professionalism (Level 3)

Leadership Competency: Advocacy (Level 3)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

45. The ESP Playbook (Session II)

Steven Alvarez

Embrace the ever-changing landscape of your role and district! Join passionate ESPs on a transformative journey from novice to expert. Together, we will unravel the secrets behind the “Paraeducator Playbook” created by local ESPs in the state of Washington. You will be guided step-by-step, creating your own playbook to fit your specific career and needs. Engage with like-minded ESPs as we harness the power of collaboration, exchange ideas, and create your own personalized, game changing playbook.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Leading Our Professions (Level 2)

Relevant for: All ESP Careers; Pre-K through High School; Central Office/Districtwide

46. The Unconference Workshop for ALL ESPs: You Pick the Topic(s)

(Session III)

Michael Glabere, Marcia Mackey

Did you come to the ESP conference to collaborate with PreK-12 and Higher ED ESPs? Do you want to share your struggles and find out how others are addressing the same issues? Then this workshop is perfect for you. Let’s come together and find our common ground. Every leadership journey involves developing the skills to move from the identification of problems to shared analysis and ultimately collaborative resolution. Let’s do that together and collaborate for success. Let’s talk!

PGC Universal Standard: Organization (Level 2)

Leadership Competency: Governance and Leadership (Level 2)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

47. True Colors: Keys to Personal Success (Sessions II, III)

Cheryl Williams

True Colors is an easy way to better understand yourself and others, resulting in greater respect and improved teamwork between people. During this workshop, you will explore your own distinctive personality strengths and stressors using the True Colors personality test. Let’s come together and set the foundation for genuine relationship building, honest dialogue, improved communication, reduced conflict, and increased collaboration and engagement. Join us and discover your True Colors!

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Social and Emotional Intelligence (Level 1)

Relevant for: All ESP Careers; Pre-K through Higher Education; Central Office/Districtwide

48. Zero to Fifty in One Drive: Increasing Paraeducator Membership (Session I)

Mary Reynolds-East, Judy Roach

In this workshop, we will share how the Millard Education Association, Nebraska, increased membership by 50 new ESP members and increased pay by an average of 7.74% since 2021. This pay increase was the highest ever in the district and the largest in the state this year for any school district. We will share the practices, steps, events, and activities that led us from zero to fifty in one drive!

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Organizing (Level 2)

Relevant for: All ESP Careers; Pre-K through High School

Conference Workshop, Sunday, March 24

8:45 a.m. - 10:45 a.m. (2-hour)

ESP Career Family Conversations

By popular request, come join facilitated conversations and networking with fellow ESPs from your career family. This will be a space for support and solutions, where you can grow relationships and dive into discussions about topics that are relevant to you. This session will build on the successful format developed by NEA over the past year in the virtual events series ESP Community Conversations. By strengthening our bonds and pooling our ideas with colleagues across the country in similar roles, we can add to strengthening our worksites, our union, and our public education system.