

2024 NEA ESP National Conference

# EDUCATION DEMOCRACY FREEDOM

OUR RIGHT

OUR RESPONSIBILITY

Las Vegas, NV  
March 22-24



EDUCATION SUPPORT PROFESSIONALS



NATIONAL CONFERENCE

#ESP2024 #WeLoveOurESPs

The National Education Association (NEA), the nation's largest professional employee organization, is committed to advancing the cause of public education. NEA's 3 million members work at every level of education, from pre-school to university graduate programs. NEA has affiliate organizations in every state and more than 14,000 communities across the United States.

### NEA Officers

Becky S. Pringle, NEA President

Princess R. Moss, NEA Vice President

Noel Candelaria, NEA Secretary-Treasurer

### NEA Executive Committee

Mark Jewell, North Carolina

Gladys Fátima Márquez, Illinois

Ronald (Duff) Martin, Wisconsin

Shannon McCann, Washington

Robert V. Rodriguez, California

Christine Sampson-Clark, New Jersey

### National Education Association

Kim A. Anderson, Executive Director

Karen M. White, Deputy Executive Director



#### IN LOVING MEMORY OF

#### **Vanessa Elizabeth Nugent**

We dedicate this program to Vanessa, whose creativity and talent for graphic design are on display throughout the conference and expressed on every page of the 2024 NEA ESP National Conference program. Thank you, Vanessa, for being a cherished colleague, friend, and partner to us for the last 20 years. Rest in peace.

– NEA Communications and NEA Education Support Professional Quality



# NEA Vision, Mission, and Core Values

## The National Education Association

We, the members of the National Education Association of the United States, are the voice of education professionals. Our work is fundamental to the nation and we accept the profound trust placed in us.

## Our Vision

Our vision is a great public school for every student.

## Our Mission

Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

## Our Core Values

These principles guide our work and define our mission:

**Equal Opportunity.** We believe public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.

**A Just Society.** We believe public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.

**Democracy.** We believe public education is the cornerstone of our republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.

**Professionalism.** We believe that the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.

**Partnership.** We believe partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.

**Collective Action.** We believe individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

## Message from Becky Pringle, NEA President



### Education. Democracy. Freedom.

For centuries, these rights have served as the foundation of our nation's public schools. Together, they represent the important work of NEA's 3 million members, and your work as an education support professional. Whether you are guiding a student through a tough time, volunteering in the community where you live and work, or testifying in front of your school board to advocate for better pay and respect for your professions, the principles of education, democracy, and freedom underlie your responsibilities and your dedication to students, educators, and communities nationwide.

Every year, the NEA ESP National Conference gives us the opportunity to come together and discuss the issues that matter most to you and your students, so that we, as a union, can promote, protect, and strengthen public education and build a better future for us all. In this moment, when student and educator rights are under attack, convenings like this are critical.

But our work doesn't stop at the conference. From Massachusetts to Maryland to Illinois, I've seen what happens when you take what you learn from convenings and from fellow educators: You mobilize your communities and build statewide campaigns for ESP rights and respect. You bargain alongside teachers and win better pay, better benefits, workplace protections, and so much more.

I look forward to an inspiring weekend as we continue to build this powerful movement all across our country.

Take care of yourselves and each other. I look forward to seeing you in Vegas!

In solidarity,

A handwritten signature in black ink that reads "Becky S. Pringle". The script is elegant and cursive, with the first letters of the first and last names being capitalized and prominent.

Becky S. Pringle  
NEA President

# Welcome from NEA ESP Planning Committee

## Dear ESP Conference Attendee,

We are so thrilled to have you here with us in Las Vegas for the 2024 NEA ESP National Conference!

Whether you are a new or seasoned conference attendee, we know you will find our lineup of association-convened and member-led workshops invaluable as you continue the important work you do to ensure student and educator success in your schools, campuses, and worksites across the country.

Over the next few days, you will have many opportunities to meet new people and foster lasting connections. We encourage you to introduce yourself to someone you don't know, be open to challenges, and make your conference experience the best that it can be for you and your colleagues! As the largest labor union in the country, we could not be as strong as we are without the education support professionals who make our schools and union complete.

Thank you for all you do to help students thrive. We look forward to an exciting and enriching weekend ahead!

Warm regards,

## The 2024 NEA ESP Conference Planning Committee

Robert Rodriguez, Chairperson

Michael Glabere, WI

Barbara Jackson, CA

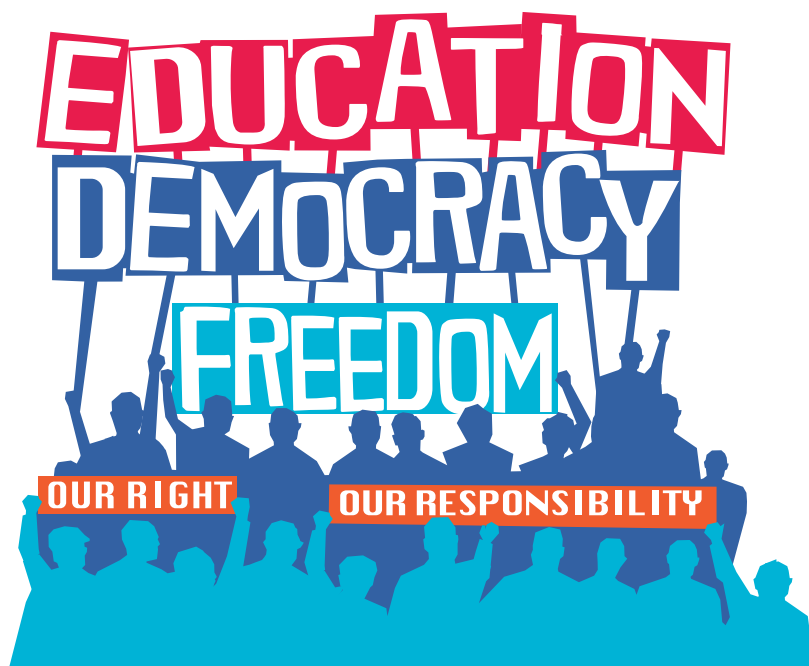
Chad Jimison, AL

Brenda Johnson, MN

Temika Langston-Myers, NJ

Susan Nicholas, IL

Lois Yukna, NJ



# THANK YOU

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## Platinum Sponsor

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

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## Exhibitors

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ESP Professional Learning

National Council for Education Support Professionals (NCESP)

National University

NEA Campaigns and Elections, Campaign 2024

NEA Center for Racial and Social Justice

NEA Education Policy and Implementation Center

NEA ESP Bill of Rights

NEA PAC

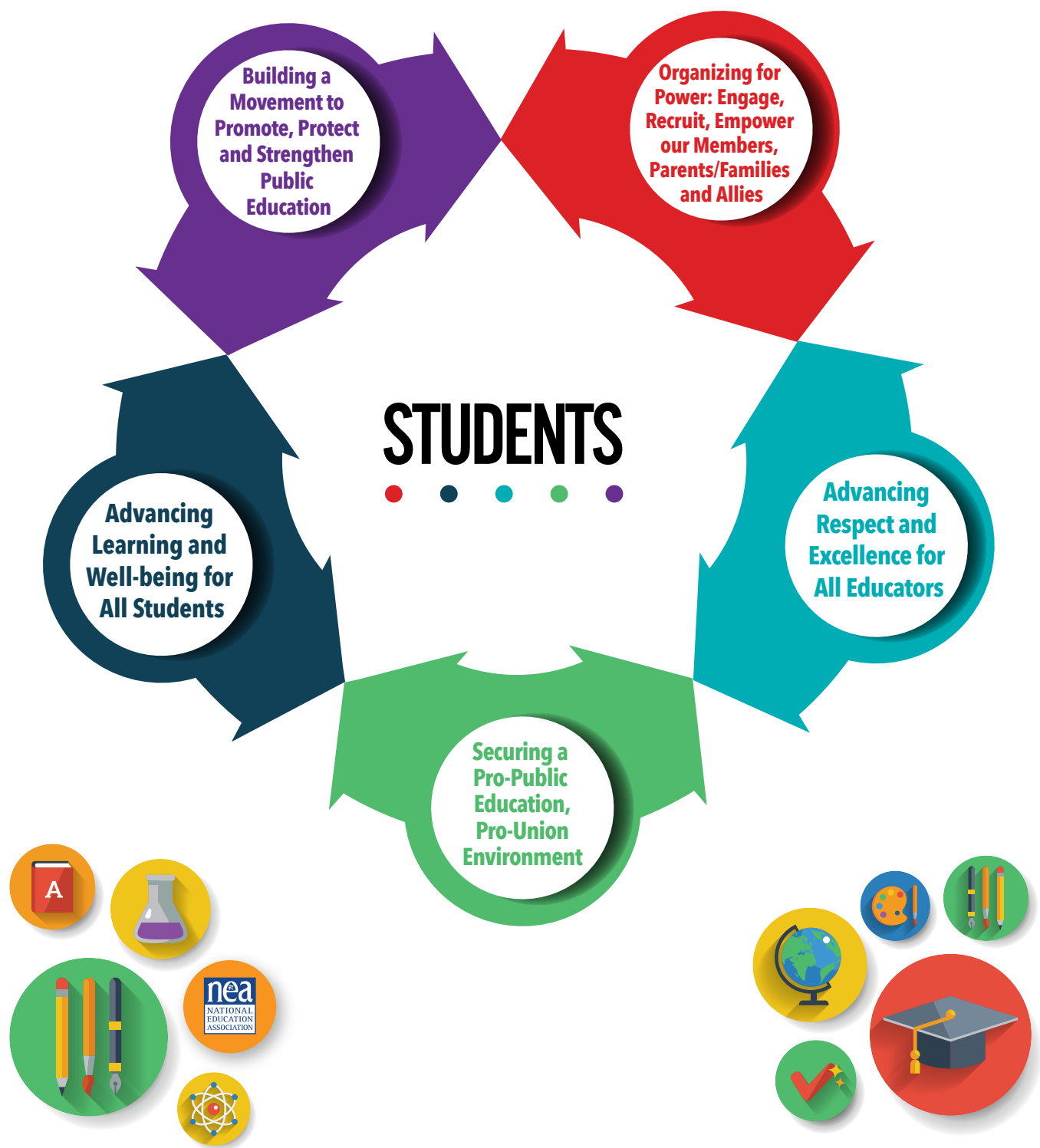
NEA-Retired

New Organizing Fellowship Academy, NEA Center for Organizing

The NEA Foundation

Travelers

# 2023-2024 Vision Priorities



# General Information

## Time Zone

All events are in Pacific Time unless otherwise noted.

## Badges and Scanning

This is an NEA member-only professional development event. For the security of our learning spaces, all attendees must wear and display their badges. Individuals without a badge will be prohibited entry to conference events, sessions, workshops, and meals. Conference attendee badges will be scanned for attendance at events, sessions, workshops, and meals.

## Conference App and Conference Attendee Hub

Download the APP (via mobile device) or visit the ATTENDEE HUB (via web browser), your online one-stop shop for everything happening at the conference!

Use either platform to:

- View your own personal conference schedule.
- Download materials from workshop sessions you attend.
- Be informed of important announcements and access workshop and conference surveys.

Instructions for the APP and HUB will be sent to all registrants (via the primary email you registered under) before the conference begins.

## Workshops *(All workshops require registration)*

**Are you interested in choosing a different conference workshop? Please inquire at the registration help desk. Availability may be limited.**

### Pre-Conference Workshops

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

### Early Bird and Regular Conference Workshops

Early bird workshops and regular conference workshops require registration.

### Conference Workshop Certificates

To receive a certificate, your workshop attendance must be verified, and you must complete the survey for each workshop session you attend.

- ✓ All attendee badges will be scanned upon entry to workshops to verify attendance. Scanners will be available during the first few minutes of each workshop session, so don't be late!
- ✓ Workshop session surveys will launch in the APP and the HUB after the session ends.
- ✓ All conference surveys must be completed by April 1.
- ✓ Downloadable certificates will be distributed to eligible attendees via email for pre-conference, early-bird, and regular workshops by April 5.



### Conference-Provided Meals

	Thursday, 3/21	Friday, 3/22	Saturday, 3/23	Sunday, 3/24
Pre-Conference & Conference	Breakfast & Lunch	Meals on Your Own	Breakfast, Lunch, & NEA of the Year Award Banquet	Breakfast & Travel Snack
Conference			Breakfast, Lunch, & NEA of the Year Award Banquet	Breakfast & Travel Snack

### NEA ESP Of The Year Award Banquet

Conference attendees who have RSVP'd for the banquet may attend. Conference attendees must have reserved their seats by selecting their meal choice during registration.

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

Guest banquet tickets will NOT be available to general attendees. Seating is by membership state.

### All-Gender Restroom

An all-gender restroom is available at the conference. Look for the all-gender restroom sign or visit the registration desk for additional information.

### Mother's Room

A mother's room has been made available for all conference attendees requesting access during registration. Please visit the registration desk for additional information.

### Standard Of Conduct Policy

NEA has adopted a Standard of Conduct Policy to ensure that all of our gatherings are welcoming to all and free from discriminatory, harassing or otherwise unacceptable behavior. Discrimination or harassment based on race, color, ethnicity, religion, sex, age, national origin, sexual orientation, disability, gender identity or expression, or any other characteristic protected by law will not be tolerated. If you experience any discriminatory or harassing behavior, please see NEA Executive Committee members Robert Rodriguez ([rrodriguez@nea.org](mailto:rrodriguez@nea.org)) and Christine Sampson-Clark ([cclark@nea.org](mailto:cclark@nea.org)) to report the incident. Thank you for your commitment to ensuring a positive event for all.

# 2024 ESP National Conference

## ENGAGE WITH US ONLINE!

Connect with fellow attendees and share stories, photos and insights on our online communities and channels.



**Join the ESP Facebook Group**

[facebook.com/groups/NEAESP](https://facebook.com/groups/NEAESP)



**Follow us on X**

@NEArESPect @NEAToday



**Follow us on Instagram**

@NEAToday

Use the hashtags **#ESP2024**  
and **#WeLoveOurESPs**

**EDUCATION  
DEMOCRACY  
FREEDOM**

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NATIONAL CONFERENCE

**#ESP2024  
#WeLoveOurESPs**

# Pre-Conference Schedule

## Tuesday, March 5

8:00 pm – 9:00 pm EST	<b>Budget Engagement</b> Noel Candelaria, NEA Secretary-Treasurer	Virtual
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## Tuesday, March 19

7:00 pm – 8:30 pm EDT	<b>First-Timers Networking</b>	Virtual
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## Wednesday, March 20

1:00 pm – 5:00 pm	<b>Registration</b>	Registration Desk 3
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## Thursday, March 21

All Thursday workshops require pre-registration and are only open to pre-conference registrants.  
All meals on Thursday are provided only to pre-conference registrants.

6:30 am – 5:00 pm	<b>Registration</b>	Registration Desk 3
7:00 am – 8:45 am	<b>Pre-conference Breakfast</b> *For pre-conference registrants only	Augustus 3/4
9:00 am – 5:00 pm	<b>Pre-conference Workshops</b> *For pre-conference registrants only	See pages 12-14
10:30 am – 10:45 am	<b>Brain Break</b> (no food/beverage provided)	
12:00 pm – 1:00 pm	<b>Pre-conference Lunch</b> *For pre-conference registrants only	Augustus 3/4
3:30 pm – 3:45 pm	<b>Snack Break</b>	Milano Foyer

# Pre-Conference Workshops

Thursday

9:00 am – 5:00 pm

## 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

**Milano 5/6**

## 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

**Milano 2**

## 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.

#### Milano 1

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

#### Milano 7

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

#### Milano 8

## 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

**Milano 3/4**

# Conference Schedule

## Friday, March 22

All Friday workshops require pre-registration and are open to all conference registrants.

6:00 am – 6:00 pm	Registration	Registration Desk 3
8:00 am – 3:00 pm	Early Bird Workshops (6-hrs)	See pages 22-23
8:00 am – 12:00 pm	Early Bird Workshops (4-hrs)	See pages 24-26
10:00 am – 10:15 am	Brain Break (no food/beverage provided)	
12:00 pm – 12:45 pm	Lunch of Your Own (no conference-provided meal)	
1:30 pm – 3:30 pm	NCESP General Membership Meeting	Palace II A/B
4:30 pm – 5:30 pm	Conference Opening Session Keynote Speaker: Princess Moss, NEA Vice President	Augustus 1-4
5:30 pm – 8:00 pm	ESP Conference Opening Reception (light hors d'oeuvres and drinks)	Augustus 5/6

## Saturday, March 23

All Saturday workshops require pre-registration and are open to all conference registrants. Breakfast, lunch, and the award banquet are conference-provided meals. However, only those who RSVP'd for the banquet during registration may attend the NEA ESP of the Year Award Banquet.

6:30 am – 6:30 pm	Registration	Registration Desk 3
6:45 am – 8:15 am	Breakfast	Augustus 1-4
8:30 am – 10:30 am	Workshop Session I	See pages 27-41
10:45 am – 12:45 am	Workshop Session II	See pages 27-41
1:00 pm – 2:30 pm	Lunch/General Session	Augustus 1-4
3:00 pm – 5:00 pm	Workshop Session III	See pages 27-41
6:30 pm – 9:00 pm	NEA ESP of the Year Award Banquet Keynote Speaker: Becky Pringle, NEA President	Augustus 1-4

Sunday, March 24

ESP Career Networking Sessions require pre-registration and will be held in various locations. Please check your badge to identify your assigned networking location per your registration request. Travel snacks will be distributed at the conference closing session.

7:00 am – 8:45 am	Registration	Registration Desk 3
7:00 am – 8:30 am	Breakfast	Augustus 1-4
8:45 am – 10:45 am	ESP Career Networking Sessions	Check your Badge
11:00 am – 12:00 pm	Closing Session Keynote Speaker: Noel Candelaria, NEA Secretary-Treasurer	Augustus 1-4



## Keynote Speakers



**Becky Pringle**

**President, National Education Association**

NEA president Becky Pringle is a fierce social justice warrior, defender of educator rights, an unrelenting advocate for all students and communities of color, and a valued and respected voice in the education arena. A middle school science teacher with 31 years of classroom experience, Becky is singularly focused on using her intellect, passion, and purpose to unite the members of the largest labor union with the entire nation, and using that collective power to transform public education into a racially and socially just and equitable system that is designed to prepare every student to succeed in a diverse and interdependent world.

Becky's passion for students and educators, combined with her first-hand classroom experience, equip her to lead the movement to reclaim public education as a common good. Becky was elected in 2020 as COVID-19 ravaged Black, Brown, and indigenous communities nationwide.

Before assuming NEA's top post, Becky served as NEA vice president and before that as NEA secretary-treasurer. She directed NEA's work to combat institutional racism, and spotlight systemic patterns of racism and educational injustice that impact students. Under Becky's guidance, NEA works to widen access and opportunity by demanding changes to policies, programs, and practices. The Association's goal is to ensure the systemic, fair treatment of people of all races so that equitable opportunities and outcomes are within reach for every student. This is why Becky is a staunch advocate for students who have disabilities, identify as LGBTQ+, are immigrants, or English Language Learners.

Those who know Becky best know that she is also a passionate Philadelphia Eagles fan, loves anything purple, and for two special someones holds the coveted title of "Best Nana B" in the world.



**Princess Moss**

**Vice President, National Education Association**

Princess Moss, an elementary school music teacher from Louisa County, VA, is the vice president of the National Education Association, the nation's largest professional organization.

A champion of children and public education at the local, state, and national levels, Moss served as secretary-treasurer from 2014 through 2020. Prior to this, she distinguished herself with two terms on the NEA Executive Committee, where she served on the Elementary and Secondary Education (ESEA) Advisory Committee, steering the Association's strategy for the law's pending reauthorization, and the Dropout Prevention Advisory Committee, helping develop relevant tools for NEA members. Under her direction as president, the 62,000-member Virginia Education

Association increased its membership and advocated successfully for greater investment in public education at the state and local levels. She also served as VEA Vice President and on the Board of Directors for NEA and VEA for over 10 years.

The daughter of two school bus drivers, Moss earned her bachelor's degree in music education from the University of Mary Washington, and received the university's Distinguished Alumnus Award in 2006. She also earned a master's degree in elementary and secondary administration and supervision from the University of Virginia.



## Noel Candelaria

### Secretary-Treasurer, National Education Association

Noel Candelaria, a special education teacher and former teacher's aide from El Paso, Texas, is the Secretary-Treasurer of the National Education Association, the nation's largest professional organization. In this role, his primary responsibility is managing and maintaining the Association's multimillion-dollar budget.

Noel Candelaria is the Immediate Past President of the Texas State Teachers Association (TSTA), the state affiliate of the National Education Association (NEA). Prior to his election as TSTA President, Noel served as TSTA Vice President after a distinguished tenure as President of the Ysleta Teachers Association (YTA) in El Paso, Texas, where he worked as a Teacher's Aide and Special Education Teacher in the Ysleta Independent School District (YISD).

Noel was recently appointed by President Biden to serve as a member on the President's Advisory Commission on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics. In this role, Noel is tasked with providing advice to the President on matters pertaining to educational equity and economic opportunity for the Hispanic and Latino community.

Noel and his wife Patty, who is a National Board-Certified teacher, are tireless advocates committed to the success of every student. Throughout his career, Noel has emphasized the importance of relationships built on trust. He believes our public schools must provide every student the best opportunity to fulfill their individual potential.

As a son of hard-working immigrants, the importance of education and the opportunities that a quality public education can provide were core values instilled in him at a very early age. That upbringing helped to shape Noel's passion to serve all students and reimagine a more just and equitable education system that benefits all students.



## Do you want to make the most of the professional learning opportunities offered at the NEA ESP National Conference?

**Work toward your goals by using the ESP Professional Growth Continuum and the NEA Leadership Competency Framework.**

### ESP Professional Growth Continuum

The ESP Professional Growth Continuum (PGC) provides ESPs with pathways for continuous professional learning in eight universal standards of professionalism: Communication, Cultural Competence, Organization, Reporting, Ethics, Health and Safety, Technology and Professionalism. Developed by ESPs for ESPs, this continuum can be used to elevate their careers and increase their visibility as essential members of the education team. The NEA ESP National Conference will offer pre-conference and conference workshops that give you an opportunity to progress on the PGC. If you have already embarked on a professional growth plan using the ESP PGC or plan to in the future, you can easily identify the workshops that align to one or more of the universal standards. Each workshop is labeled with the universal standard(s) it aligns with.

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

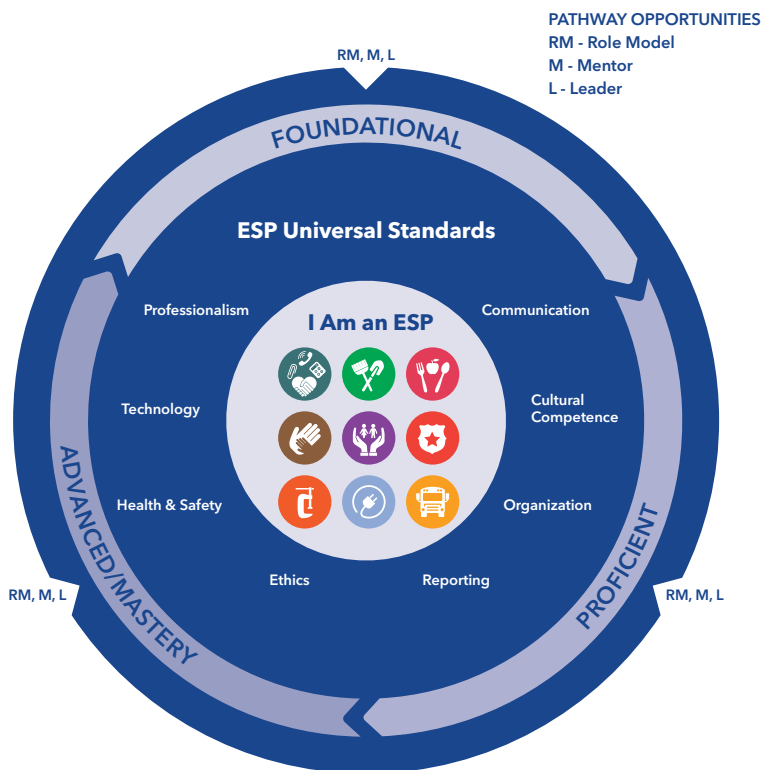
### NEA Leadership Competency Framework

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

[nea.org/leadership-development](https://nea.org/leadership-development)

Developed by ESPs for ESPs, the ESP Professional Growth Continuum (PGC) outlines standards for what ESPs should know and be able to do to elevate their practice and foster student and school success at any stage of their careers.

- 1. Communication Standard:** ability to effectively listen and communicate (written and verbal) with a diverse audience including students, parents/guardians, staff, visitors, and community
- 2. Cultural Competence Standard:** ability to examine one's own cultural context, understand cultural contexts of others, and interact across cultural contexts with sensitivity to differences (e.g., economic, race, gender, and disability)
- 3. Organization Standard:** ability to prioritize, plan, and execute tasks efficiently and effectively
- 4. Reporting Standard:** ability to understand the responsibilities of a mandated reporter and what, when, how, and to whom reports should be filed
- 5. Ethics Standard:** ability to maintain a high level of ethical behavior, confidentiality, and privacy of any information regarding students, staff, and all job-related matters
- 6. Health & Safety Standard:** ability to protect the health and safety of oneself and others by knowing and executing health, safety, and emergency protocols/procedures with fidelity
- 7. Technology Standard:** ability to use electronic devices to problem solve and complete work-related duties
- 8. Professionalism Standard:** ability to present and conduct oneself in a professional manner in all job settings





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

## Early-Bird Workshops (6-hrs)

Friday

8:00 am – 3:00 pm

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

**Neopolitan 2**

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.

**Neopolitan 1**

3

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

*Brenda Alvarez, Katherine Hilts, Ramona Oliver, 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

**Neopolitan 3**

## **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

**Neopolitan 4**

# Early-Bird Workshops (4-hrs)

Friday

8:00 am – 12:00 pm

## 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 Stanwrd:** Communication (Level 1)

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

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

**Milano 5**

## 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

**Milano 2**

## 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

**Milano 6**



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

**Milano 4**

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

**Milano 7**

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

**Milano 3**

## 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

**Milano 1**

## 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

**Milano 8**

## Conference Workshops

Session I	Saturday	8:30 am - 10:30 am
Session II	Saturday	10:45 am - 12:45 pm
Session III	Saturday	3:00 pm - 5:00 pm
ESP Career Family Conversations	Sunday	8:45 am – 10:45 am

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

**Milano 1**

2

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

*James Henderson, Melissa Hershcopf, Linda Matsumoto, 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

**Verona/Turin**

3

### Becoming: Your Journey as a Leader (Session III)

*Shondea Chapman, Amy Evans, Martin Jenkins*

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

**Milano 5**

4

## **Beyond Your Vote: Become an EdActivist! (Session I)**

*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

**Milano 2**

5

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

*Vicki Flores, 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

**Neopolitan 1**

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

**Milano 6**

**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

**Pompeian 1**

**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

**Neopolitan 3**

**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

**Milano 5**

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

**Milano 6**

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

**Neopolitan 4**

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

**Neopolitan 2**

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

**Milano 4**

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

**Roman 1**

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

**Pompeian 1**

16

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

*Joni Cederholm, 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

**Roman 2**

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

**Pompeian 3**

18

## **ESP Solidarity, Engagement, and Advocacy (SEA) (Session I)**

*Tina Mansfield, Alex Rivera-Ortiz*

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

**Pompeian 4**

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

**Milano 4**

**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

**Neopolitan 1**

**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

**Verona/Turin**

**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

**Sorrento**

**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

**Milano 7**

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

**Pisa**

25

## **Improving Safety and Comfort with Eating and Drinking in Schools (Session I)**

*Mary P. Dooher, 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

**Sorrento**

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

**Milano 6**

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

**Neopolitan 4**

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

**Milano 8**

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

**Pompeian 3**

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

**Neopolitan 3**

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

**Roman 3**

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

**Roman 1**

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

**Roman 2**

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

**Pisa**

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

**Roman 3**

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

**Salerno**

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

**Milano 3**

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

**Milano 3**

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

**Milano 1**

40

## **Somos/We are: Dismantling Barriers and Demanding Justice for Latino Students and Educators (Sessions II, III)**

*Toni Mejias de Colón, Yahaira Rodriguez*

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

**Milano 7**

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

**Roman 1**

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

**Milano 8**

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

**Neopolitan 2**

44

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

*Diane Schneider, Antoinette 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

**Pompeian 4**

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

**Roman 2**



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

**Roman 3**

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

**Milano 2**

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

**Salerno**

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.

**Check the back of your badge for room assignments.**

## Saturday Workshops (At-A-Glance)

All workshops are relevant for all ESP Careers; Pre-K through Higher Education, Central Office/Districtwide, unless otherwise noted.

### Session 1

8:30 am – 10:30 am

2	<b>Artificial Intelligence: How Will it Affect ESPs and their Work?</b>	Verona/Turin
4	<b>Beyond Your Vote: Become an EdActivist!</b>	Milano 2
6	<b>Cap Rules Everything Around Me: Cultural Capital is Community Wealth</b>	Milano 6
8	<b>Come as You Are: Inclusive Induction and Mentoring Models for Novice Paraeducators</b> Paraeducators; Pre-K through High School; Central Office/Districtwide	Neopolitan 3
9	<b>Courageous Conversations: What Does That Mean? How Can We Have Them?</b>	Milano 5
11	<b>Developing Committees and Boards that Empower, Motivate, and Foster a Pipeline of Diverse Leaders</b>	Neopolitan 4
13	<b>Effective Communication: Be Seen, Be Heard</b>	Milano 4
15	<b>emPOWERing Education Support Professionals</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Pompeian 1
17	<b>ESP Mentoring: How to Create a Robust Program and Tailor it to Your Local's Needs</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Pompeian 3
18	<b>ESP Solidarity, Engagement, and Advocacy (SEA)</b>	Pompeian 4
20	<b>Fighting Outsourcing, Building Capacity, and Discovering Power</b> All ESP Careers; Pre-K through High School	Neapolitan 1
23	<b>How to Win a Fair Contract Using the ESP Bill of Rights</b>	Milano 7
25	<b>Improving Safety and Comfort with Eating and Drinking in Schools</b> Food Services; Health and Student Services; Paraeducators; Pre-K through Higher Education; Central Office/Districtwide	Sorrento
32	<b>Our Story: Building an ESP Mentoring Program and Creating Future ESP Leaders</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Roman 1
33	<b>Political and Financial Constraints: Negotiating Healthcare in Collective Bargaining Agreements</b>	Roman 2

**Session 1 (continued)****8:30 am – 10:30 am**

34	<b>Preschool is Real School</b> All ESP Careers; Pre-K or Elementary	Pisa
35	<b>Prioritizing Racial Justice and the Need for Anti-Racist Educators</b>	Roman 3
37	<b>SCENE III: Bearing Witness to Take Action (The Conciliation Project)</b>	Milano 3
39	<b>Social Emotional Learning (SEL): From Toxic Stress to Self-Care</b>	Milano 1
42	<b>Stop Talking and Start Paying ESPs More Money</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Milano 8
43	<b>Supporting Students with Grief and Loss</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Neopolitan 2
48	<b>Zero to Fifty in One Drive: Increasing Paraeducator Membership</b> All ESP Careers; Pre-K through High School	Salerno

**Session 2****10:45 am – 12:45 pm**

1	<b>Advance Your Negotiation Mastery</b>	Milano 1
7	<b>Collaborative Synergy: Why New Teachers and ESPs Make a Dynamic Team</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Pompeian 1
9	<b>Courageous Conversations: What Does That Mean? How Can We Have Them?</b>	Milano 5
10	<b>Creating Your Road Map to Leadership and Organizing</b>	Milano 6
13	<b>Effective Communication: Be Seen, Be Heard</b>	Milano 4
20	<b>Fighting Outsourcing, Building Capacity, and Discovering Power</b> All ESP Careers; Pre-K through High School	Neopolitan 1
21	<b>How to Influence Decision Makers</b>	Verona/Turin
22	<b>How to Start Organizing Your Local Health and Safety Committee</b>	Sorrento
24	<b>I Hear Your Voice: Practical and Low-Tech Communication Support for Students</b> All ESP Careers; Pre-K through Middle School	Pisa
27	<b>Media 101: Applying the Fundamentals of Working with the News Media to Everyday Comms Needs</b>	Neopolitan 4

**Session 2 (continued)****10:45 am – 12:45 pm**

28	<b>Mentoring Matters: A Journey in ESP Mentoring</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Milano 8
29	<b>Micro-credentials: The Key to Focused, Fast, Flexible, Financially Beneficial Learning</b>	Pompeian 3
30	<b>Organize with rESpect: How to Build a Strong ESP Voice and Increase Engagement</b>	Neopolitan 3
31	<b>Organizing and Developing Partnerships for Change in the School Community</b>	Roman 3
36	<b>Real Food, Real Jobs: The Movement for School Food Justice</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Salerno
38	<b>See Educators (like YOU!) Run for Public Office</b>	Milano 3
40	<b>Somos/We are: Dismantling Barriers and Demanding Justice for Latino Students and Educators</b>	Milano 7
41	<b>Speaking Our Truths to Level Up: Being Race and Class Explicit to Organize for Our Future</b>	Roman 1
43	<b>Supporting Students with Grief and Loss</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Neopolitan 2
44	<b>Taking a Stand: Creating Safer Schools for LGBTQ+ Students</b>	Pompeian 4
45	<b>The ESP Playbook</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Roman 2
47	<b>True Colors: Keys to Personal Success</b>	Milano 2

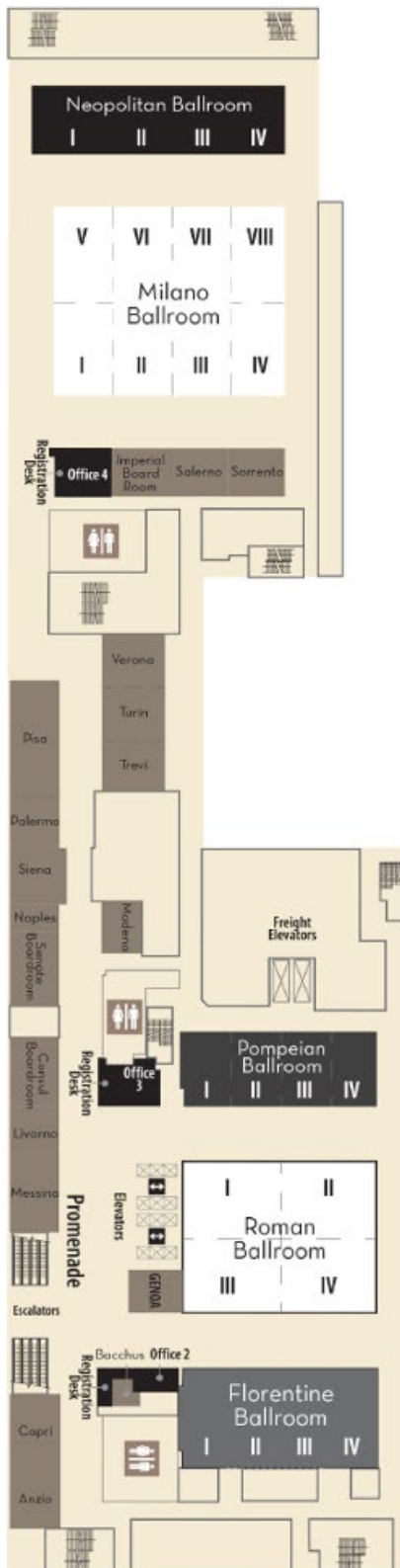
**Session 3****3:00 pm – 5:00 pm**

1	<b>Advance Your Negotiation Mastery</b>	Milano 1
2	<b>Artificial Intelligence: How Will it Affect ESPs and their Work?</b>	Verona/Turin
3	<b>Becoming: Your Journey as a Leader</b>	Milano 5
5	<b>Building Collective Power to Win Healthy School Meals: JESPA and Coloradans for the Common Good</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Neopolitan 1

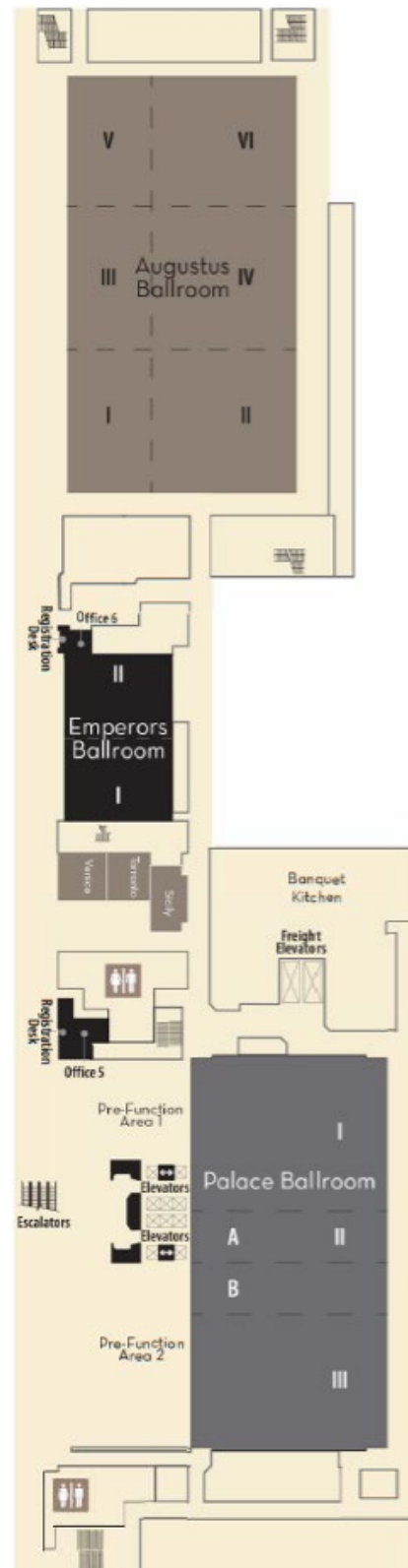
7	<b>Collaborative Synergy: Why New Teachers and ESPs Make a Dynamic Team</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Pompeian 1
12	<b>Educating the Whole Student After the Pandemic Storm</b> All ESP Careers; Pre-K through High School	Neopolitan 2
14	<b>Empecemos la Conversación (Let's Start the Conversation)</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Roman 1
16	<b>ESP Mentoring and Organizing: Building the Next Generation of ESP Leaders</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Roman 2
19	<b>ESPs: Round Table Discussions</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Milano 4
22	<b>How to Start Organizing Your Local Health and Safety Committee</b>	Sorrento
24	<b>I Hear Your Voice: Practical and Low-Tech Communication Support for Students</b> All ESP Careers; Pre-K through Middle School	Pisa
26	<b>Maximizing Your Financial Potential: A Hands-On Approach</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Milano 6
27	<b>Media 101: Applying the Fundamentals of Working with the News Media to Everyday Comms Needs</b>	Neopolitan 4
28	<b>Mentoring Matters: A Journey in ESP Mentoring</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Milano 8
29	<b>Micro-credentials: The Key to Focused, Fast, Flexible, Financially Beneficial Learning</b>	Pompeian 3
30	<b>Organize with rESPECT: How to Build a Strong ESP Voice and Increase Engagement</b>	Neopolitan 3
36	<b>Real Food, Real Jobs: The Movement for School Food Justice</b> All ESP Careers; Pre-K through High School; Central Office/Districtwide	Salerno
38	<b>See Educators (like YOU!) Run for Public Office</b>	Milano 3
40	<b>Somos/We are: Dismantling Barriers and Demanding Justice for Latino Students and Educators</b>	Milano 7
44	<b>Taking a Stand: Creating Safer Schools for LGBTQ+ Students</b>	Pompeian 4
46	<b>The Unconference Workshop for ALL ESPs: You Pick the Topic(s)</b>	Roman 3
47	<b>True Colors: Keys to Personal Success</b>	Milano 2

# Caesar's Palace Hotel Map

## PROMENADE LEVEL



## EMPERORS LEVEL





# NEA ESP of the Year Award Banquet

**Saturday 3.23 - 6:30-9:00 pm PT**

Join us to honor and celebrate the 2024 NEA ESP of the Year nominees!

## **Highlights of the event include:**

- Keynote address from NEA President Becky Pringle
- Remarks from 2023 NEA ESP of the Year Pamella Johnson
- Announcement of the 2024 NEA ESP of the Year

Share photos and words of  
congratulations to your state's  
nominee on social media! **#ESP2024**

**Thank you to ESP of the Year Award Sponsor**

**nea** *Member  
Benefits*



# 2024 NEA ESP of the Year Nominees

## ALABAMA



Nashasta Craig-Pollard

## ALASKA



Mandy Swarthout

## ARIZONA



Steve Schaeffer

## ARKANSAS



Satarria Williams

## CALIFORNIA



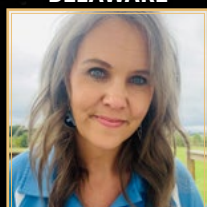
Carol Peek

## COLORADO



Andrea Cisneros

## DELAWARE



Heather Hitchens

## FLORIDA



Lakisha Ayers-White

## GEORGIA



Renita K. Bolton

## INDIANA



Joan E. Ames

## IOWA



Luann Bjork

## KANSAS



Lorisa Harder

## KENTUCKY



Mioeka Morse

## MARYLAND



Ivory P. Smith, Sr.

## MASSACHUSETTS



M. Paula Higgins

## MICHIGAN



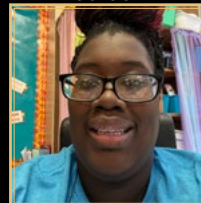
Nikki Clear

## MINNESOTA



Darci Brown

## MISSISSIPPI



Janell Thomas

## MISSOURI



Lori Harmon

## MONTANA



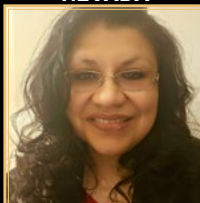
Elizabeth Verlanic

## NEBRASKA



Lori Anderson

## NEVADA



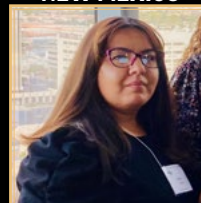
Erica Nungaray

## NEW JERSEY



Maureen Kelly

## NEW MEXICO



Abril Perea

## NEW YORK



Renee Freeman

## OREGON



Matthew Reed

## PENNSYLVANIA



Denise Kueny

## RHODE ISLAND



Keila Carvalho

## SOUTH CAROLINA



Sharon Hedrington

## TENNESSEE



Jerome Oldham

## TEXAS



Raul Hernandez

## UTAH



Jen Bramson

## VERMONT



Carmel Quinn

## WASHINGTON



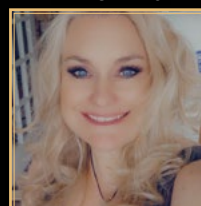
Aneeka Ferrell

## WISCONSIN



Kristy Adams

## WYOMING



Shasta Rosales



## 2024 NEA ESP of the Year Finalists



### Carmel Quinn

Paraeducator  
Colchester School District, VT

"I help students feel 'seen' and 'known' by learning as many of their names as possible and learning how to correctly pronounce them. I encourage them to correct me if I make a mistake."



### Carol Peek

Campus Supervisor  
Ventura Unified School District, CA

"My goal is to help students be the best person they can be, accept and grow from their mistakes, and realize they can learn both inside and outside the classroom."



### Erica Nungaray

Registrar  
Clark County School District, NV

"We are the backbone of our public school system. We keep schools running while ensuring our students are safe, healthy, and ready to learn."



### Jen Bramson

Lead Preschool Teacher  
Park City School District, UT

"Preschool is often the first time students are in school. Our preschool staff serve as the districts' first line of screeners for developmental differences."



### Nashasta Craig-Pollard

Payroll Clerk and Bus Driver  
Mobile County Public Schools, AL

"I know that I am the Alpha and the Omega to education for these children. Their days begin and end with me. I care and do not know where else I would rather be."

# NEA ESP of the Year Award Recipients



**Pamella Johnson**  
2023 NEA ESP of the Year

**2023** Pamella Johnson, Washington  
**2022** Debra Ward-Mitchell, Illinois  
**2021** Kimberly Scott-Hayden, New Jersey  
**2020** Andrea Beeman, Ohio  
**2019** Matthew Powell, Kentucky  
**2018** Sherry Shaw, Alaska  
**2017** Saul Ramos, Massachusetts  
**2016** Doreen McGuire-Grigg, California  
**2015** Janet Eberhardt, California  
**2014** Paula Monroe, California  
**2013** Donna Schulze, Maryland  
**2012** Judy Near, Colorado  
**2011** Jameel Williams, North Carolina

**2010** Helen Cottongim, Kentucky  
**2009** Kathleen Axtell, Washington  
**2008** Laura Vernon, Wisconsin  
**2007** Veronica Henderson, Maryland  
**2006** Nancy Toombs, Kentucky  
**2005** Kathleen Lange, Illinois  
**2004** Allyson “Sunny” Story, Iowa  
**2003** Martin F. Meyer, Idaho  
**2002** Joann Falk, Colorado  
**2001** Irma Valdespino, New Mexico  
**2000** Richard Malizia, New Jersey  
**1999** Gail Rasmussen, Oregon  
**1998** Carter Foshee, Oklahoma  
**1997** Karen Mahurin, Alaska  
**1996** Evelyn Foster, North Carolina  
**1995** Iona Holloway, Louisiana  
**1994** Eddie Middleton, Louisiana  
**1993** Doris Dortch, Alabama  
**1992** Peggy Bertollo, Delaware

## About the NEA ESP of the Year Award

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

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

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



*“As an ESPLI participant, I embraced every experience, even when I had to step out of my comfort zone. This allowed me to grow and become the best version of myself. I have grown as a person, a leader, and a proud ESP advocate, and I have gained many amazing and precious friendships that I cherish every day.*

*— Jill Scarcelli, ESPLI Class of 2023  
Library Associate, Illinois*

*“The ESPLI program gave me the opportunity to grow as a leader and the skills to continue advocating for racial, social, and economic justice. It not only helped me professionally, but it also gave me the best union family. And for that and more, I will always be grateful.*

*— Yahaira Rodriguez, ESPLI Class of 2023  
Paraeducator, Massachusetts*

*“The impact that ESPLI had on me as a leader continues to benefit all ESPs in Ohio! Through my experience, I gained the knowledge, skills, and confidence to help form an ESP Educator Voice Academy that aims to raise awareness and gather support for a movement to increase wages and build respect for ESPs in my state.*

*— Cheryl Williams, ESPLI Class of 2023  
Administrative Secretary, Ohio*

The NEA ESP Leadership Institute (ESPLI) is a powerful leadership development program grounded in diversity, equity, and cultural competence offered exclusively to NEA ESP members nationwide. The member-designed program aims to train ESPs to be effective and influential leaders in their schools, unions, and communities. Participants engage in various professional learning opportunities to help them sharpen their leadership skills, excel in their careers, positively impact student success, and build community relationships.

The application period for the next ESPLI cohort will open in early 2025. Learn more at [nea.org/espli](https://nea.org/espli)

# Join the movement for a living wage, fairness, and **rESpect** for school support staff!

## #ESPBillOfRights



**Education Support Professionals (ESPs)** are critical to the success of our nation's public schools. Education leaders and policymakers must commit to investing in ESPs, respecting their professional expertise, and recognizing their vital contributions to student learning and well-being.

### ✓ **Fair Compensation**

One job should be enough! ESPs should not have to work multiple jobs to maintain financial independence. Those who do not have a full 12-month contract should be eligible for unemployment benefits during the summer or time they are laid off.

### ✓ **Recognition and Respect**

ESPs play a vital role on the education team and in students' lives inside and outside the classroom. They keep our schools running and our students safe, healthy, and ready to learn every day. They deserve to be respected and recognized as accomplished professionals.

### ✓ **Safe and Healthy Work Environment**

ESPs deserve a safe and healthy workplace that is free of violence, including physical, verbal, and emotional abuse, and free of exposure to hazardous materials. ESPs deserve clear safety protocols, appropriate supplies, safely maintained equipment, training on workplace regulations, and whistleblower protections.

### ✓ **Affordable Healthcare**

ESPs should have access to affordable health insurance.

### ✓ **Paid Leave**

ESPs deserve paid leave, including personal days, sick days, parental/caregiver leave, and Family and Medical Leave Act (FMLA) benefits.

### ✓ **Professional Learning and Career Advancement**

ESPs deserve high-quality, job-related professional learning and accessible opportunities for career advancement. Seniority rights must be protected when ESPs pursue promotions and request transfers, and at times of layoffs or furlough.

### ✓ **Workload and Staffing**

ESPs have the right to a workload that allows them to excel in their assigned positions. ESPs deserve a voice in establishing fully staffed shifts, clear work protocols, and resources that support their careers.

### ✓ **Retirement**

ESPs have the right to a secure retirement. All their years of service should count toward a pension.

### ✓ **Protection from Privatization**

ESPs should be free of the threats of privatization that risk the stability of school communities, silence the voice of employees, and further undermine the value of the services they provide in their jobs.

### ✓ **Right to Bargain**

ESPs deserve a strong voice in their workplace that includes the right to join their union and advocate for the rights and protections they deserve. Bargaining and advocacy ensure they enhance student learning and improve educator working conditions—benefiting students, schools, and the community as a whole.



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Learn more and sign on as a supporter at  
[nea.org/ESPBillofRights](https://nea.org/ESPBillofRights)  
or scan the QR code!



**ESP Bill  
of  
Rights**  
One job should be enough.



# NEA Micro-credentials for Education Support Professionals (ESPs)

# ENROLL NOW!

NEA has professional learning micro-credentials that you can earn to amplify your practice, boost your resume, and show your district and school that you are a professional. Micro-credentials are a competency-based recognition that can be issued for independent and group professional learning experiences to support your continuous efforts to best support school and student success.

Designed for ESP learning by NEA ESP members, there are two pathways to earning these credentials that cover the following topics:

- **NEA's ESP Professional Growth Continuum** ([nea.org/esppgc](https://nea.org/esppgc))  
Strengthen your impact by learning how to connect professional standards to your role, improve your professional skills, and boost effectiveness for school and student success!
- **Building Winning Teams: Effective Paraeducator Teacher Teams** ([nea.org/bwt](https://nea.org/bwt))  
Learn and apply the components for effective teamwork, including how to define and delineate roles and responsibilities, communication skills, problem solving, and conflict resolution strategies.

In addition to these special micro-credentials for ESPs, NEA offers over 100 micro-credentials to members free of charge. Learn more at [nea.org/microcredentials](https://nea.org/microcredentials).

## WHY ENROLL?

- Micro-credentials offer a personalized learning experience.
- Micro-credentials are on demand. The learning happens anywhere, anytime.
- Micro-credentials are credentialed achievements. They can be presented to employers, shared on social networks, added to resumes, and in some cases—turned into continuing education units.

## READY TO START?

Go to [nea.certificationbank.com/ESP](https://nea.certificationbank.com/ESP) and create an account.

You can pursue micro-credentials on your own following the directions within the NEA Certification Bank, or as a group through a Professional Learning Community (PLC). For resources on professional learning go to [nea.org/plstandards](https://nea.org/plstandards).

If you have any questions or if you're interested in developing your own PLC to support ESPs pursuing micro-credentials, email [ESPmicro-credentials@nea.org](mailto:ESPmicro-credentials@nea.org).



# New ESP Professional Learning Opportunity

## Online Courses on Universal Standards for Education Support Professionals (ESPs)

Sign up today for self-paced, independent study online courses that will take your professional learning to the next level!

Designed by and for ESPs, each of these 8 courses is focused on a single standard in the NEA ESP Professional Growth Continuum. These standards outline a shared, common vision of what ESPs should know and be able to do to meet the needs of their students and school communities.

Each course takes approximately 2 hours to complete and comes with a certificate of completion. Take one, two, or as many as makes sense for your professional learning goals!

### ESP UNIVERSAL STANDARDS

- Communication
- Cultural Competence
- Organization
- Reporting
- Ethics
- Health and Safety
- Technology
- Professionalism

### GET STARTED

1. Scan the QR code or visit NEA's learning management system at [neapartnera.learnupon.com](https://neapartnera.learnupon.com).
2. Type "Universal Standards for Education Support Professionals" into the left search bar and click "search."
3. Add the course(s) you wish to take to your cart, login or create an account, and check out!



### QUESTIONS?

Contact [esppgc@nea.org](mailto:esppgc@nea.org).





# NCESP Welcomes You to the 2024 ESP Conference!

Please take a moment to  
visit the National Council for  
Education Support Professionals  
(NCESP) website to learn more  
about our work and how to join.  
*We look forward to connecting  
with you at the ESP conference!*  
Visit us at [nea.org/ncesp](https://nea.org/ncesp)

FOR MORE INFORMATION:  
**NEA.ORG/NCESP**







# Be a leader of the PAC GIVE.VOTE.WIN!

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# Supporting ESP Professional Excellence

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

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



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

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

“ESP Peer Mentoring fosters friendships, promotes often dormant talents, and makes for a healthy community. By sharing proven procedures, policies and practices, we support our students, ourselves, and all the adults in the room!”

— Olive Giles  
Child Study Team Secretary,  
New Jersey

## ESP Professional Growth Continuum (PGC)

Grounded in eight universal standards of what ESPs need to know and be able to do, the PGC provides a clear pathway for professional growth throughout ESP careers. Learn more about strengthening your skills and gaining recognition through PGC-aligned independent study courses and micro-credentials.

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

## ESP Learning Network Webinars

Join ESP colleagues from across the country in monthly professional development webinars and quarterly **ESP Community Conversations** on a variety of topics designed to support your professional growth. Missed a webinar? No problem! View past webinar recordings online.

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

## Professional Development Offerings in Spanish

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

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

## NEA ESP National Conference

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

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

## ESPs: Supporting Our Own Through Peer Mentoring

Design and build impactful and sustainable ESP peer mentoring programs to support ESP professional excellence. Available formats include independent online learning path courses, in-person events, and a manual to guide program development.

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

## Building Winning Teams: Effective Paraeducator-Teacher Teams

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

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

## WHY PROFESSIONAL LEARNING FOR ESPs?

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





## ESP Leadership Institute (ESPLI)

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

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

**“ESPLI gave me the opportunity to grow as a leader and the skills to continue advocating for racial, social, and economic justice. It not only helped me professionally, but it also gave me the best union family.”**

— Yahaira Rodriguez  
Paraeducator, Massachusetts

## ESP of the Year Award Program

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

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

## NEA ESP Bill of Rights

Pledge your support for the ESP Bill of Rights and learn how to build strategic campaigns to advocate for a living wage, fairness, and respect for ESPs all across the country.

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

## NEA Micro-credentials

Amplify your practice, boost your résumé, and show your district and school that you are a skilled professional. Micro-credentials are competency-based recognitions that can be earned through independent and group professional learning experiences.

[nea.certificationbank.com/ESP](https://nea.certificationbank.com/ESP)

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



## Student and Educator Mental Health

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

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

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

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

## Integrated Pest Management (IPM)

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

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

## Protect Against the Privatization of ESP Jobs

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

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



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

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