

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

2025 NEA ESP NATIONAL CONFERENCE

PRE-CONFERENCE WORKSHOPS / Thursday, March 20, 9:00 a.m. – 5:00 p.m.

1. Cultural Wealth and ESP Power

In this session, we will explore our "Community Cultural Wealth" that adds 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 and practices. It's time to change the game and leverage our cultural wealth and power as ESP members to create more justice-centered unions and strengthen public education. This session draws insight from "Whose Culture Has Capital?" by Dr. Tara Yosso.

PGC Universal Standard: Cultural Competence (Level 2)

Leadership Competency: Advocacy (Level 2)

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

2. Fantastic Facilitation: Elevating Presentation Skills to Build Engagement and Leadership

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 and motivated to take action. Fantastic facilitation is key to helping adult learners elevate their knowledge and skills. In this session, you will gain insight from a developing cadre of facilitators and learn strategies to make your professional learning presentations relevant, memorable, and high-quality. Fantastic Facilitators know how to lead sessions where participants become hungry to develop themselves and elevate others. Join us in the journey to becoming a Fantastic Facilitator!

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

3. How to Use Communications Skills to Become a Successful ESP Leader

Join NEA Communications Center's strategists for this training designed to provide you with the tools to inspire others, promote pro-union values, and confidently navigate difficult conversations. You will learn

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

about NEA's national message frame and how to use your authentic voice for storytelling and master the art of persuasive public speaking. You will also gain a better understanding of digital organizing and how to use your story as a tool for advocacy on social media platforms.

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Communication (Level 1)

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

4. Organizing to Win: Skills for Building Long-Term Strategic Campaigns

Across the country, ESPs are engaging in long-term strategic campaigns using the ESP Bill of Rights and rESpect campaigns as a model. These member-led campaigns require deep engagement with rank-and-file members to understand the issues that matter to them most. In this workshop, you will learn strategies for engaging members, identifying and growing leaders, sharing stories, and designing an effective campaign to gain wins for ESP members and build a more powerful union.

PGC Universal Standard: Communication (Level 1)

Leadership Competency: Organizing (Level 2)

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

5. Recognizing and Elevating Excellence through ESP Peer Mentoring

NEA recognizes the vital role ESPs play in ensuring a great public school for every student. Across the nation, an increasing number of ESP mentoring programs are being established, ensuring that ESPs receive the professional support they need at all stages of their career. In this workshop, you will be guided through the benefits of an ESP mentoring program and strategies to engage your employer in partnering with the association to create a mentoring program. Join us to hear stories from Delaware, New York, and Vermont who are in various stages of developing and implementing mentoring programs and get inspired to create your own local ESP mentoring program!

PGC Universal Standard: Professionalism (Level 3)

Leadership Competency: Leading Our Professions (Level 3)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

6. Trauma and Schools: It's All About Relationships

Approximately 20% of school-aged youth have a significant mental health issue potentially rooted in trauma and only 20% receive any type of outside assistance; thus, the only support 80% of youth experiencing mental health challenges receive may be in schools. Positive relationships between students and caring adults form the backbone of resilience many students need to navigate trauma and its associated challenges to succeed in school. The purpose of this session is for ESPs to understand their crucial role in this support process.

PGC Universal Standard: Health and Safety (Level 1)

Leadership Competency: Social and Emotional Intelligence (Level 1)

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

By Invitation Only: ESP of the Year Nominee Engagement, Empowerment, and Skill-Building

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 2025 ESP of the Year state nominees and equip them with the skills and knowledge to realize and utilize their positions to positively impact their unions, worksites, and communities. Join this session to build community with and learn from other NEA ESP of the Year colleagues. **This session is by invitation only.**

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

2025 NEA ESP NATIONAL CONFERENCE

EARLY-BIRD WORKSHOPS

(6 HRS) / Friday, March 21, 8:00 a.m. – 3:00 p.m.

(4 HRS) / Friday, March 21, 8:00 a.m. – 12:00 p.m.

PRE-CONFERENCE REGISTRANT: If you are attending as a pre-conference registrant, the selection of an early-bird workshop is mandatory, and attendance is required.

CONFERENCE REGISTRANT: If you are attending the regular conference only, with the opening session beginning on Friday afternoon, attendance at an early-bird workshop is *optional* and dependent on your travel schedule. If you are unable to attend an early-bird workshop, please select "I Cannot Attend."

1. I Cannot Attend

I am a conference registrant (not a pre-conference registrant), and due to my travel schedule, I cannot attend an early-bird workshop.

2. American Heart Association (AHA) HeartSaver CPR/AED/First Aid Training (6 hrs)

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, adults 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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

3. American Red Cross CPR/AED/First Aid Training (6 hrs)

This course will cover the American Red Cross requirements for 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, adults and child CPR and AED use, opioid-associated life-threatening emergencies, and choking maneuvers. Upon successful completion of this course, an American Red Cross certificate will be emailed to you.

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

4. Collective Well Being for Educators (4 hrs)

Self-awareness is essential to maintaining professional equality and equity, and gaining a sense of individuality is essential to maintaining healthy educators. In this workshop, we will discuss the US Surgeon General's Framework for Workplace Mental Health and Well-Being. We will explore social and emotional learning (SEL) for adults and how to build healthy relationships with yourself and support healing spaces in schools. To support healthy movement and wellbeing, we will incorporate brain breaks throughout the session.

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

5. Cultural Wealth and ESP Power (4 hrs)

In this session, we will explore our "Community Cultural Wealth" that adds 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 and practices. It's time to change the game and leverage our cultural wealth and power as ESP members to create more justice-centered unions and strengthen public education. This session draws insight from "Whose Culture Has Capital?" by Dr. Tara Yosso.

PGC Universal Standard: Cultural Competence (Level 2)

Leadership Competency: Advocacy (Level 2)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

6. ESP Leadership Style True Colors 2.0 NextGen (4 hrs)

In this interactive and life-changing workshop, you will discover your True Colors as it relates to your personality strengths, stressors, and leadership style. But that's not all. You will also apply your True Colors to strengthen your leadership and organizing capacity. Learning to build a stronger union leadership team with actionable and programmatic solutions is sure to empower you, improve your team's communication and relationship, and strengthen our collective union power.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Organizing (Level 2)

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

7. Finding Our Voices: Empowering Latine Leadership in Unions and Beyond (4 hrs)

In this workshop, we will explore the critical need for Latine representation in leadership roles within unions, government, and affiliated organizations. Leadership matters because it opens the door to creating meaningful change for our communities. We will dive into key topics such as identifying leadership opportunities, understanding the impact of underrepresentation, and overcoming the misconception that "there is no space for us." This bilingual workshop will be presented in English and Spanish.

PGC Universal Standard: Cultural Competence (Level 2)

Leadership Competency: Governance and Leadership (Level 1)

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

8. How To Start Organizing Your Local Health and Safety Committee (4 hrs)

ESPs' working conditions impact students' learning conditions. That's why we are providing you with the best practices for maintaining a safe and healthy workplace. Health and safety affects all members, but even more for ESPs who are often tasked with the most dangerous jobs, such as using hazardous substances to clean or maintain the building, being exposed to infectious body fluids or aerosols, or simply working outdoors in extreme heat. Establishing a health and safety committee is the most effective way to improve working conditions because it organizes members around a common goal, helps to prioritize complex problems, and fosters collaboration with administrators. Join us to learn how to use your local health and safety committee to advocate for the rights of all workers.

PGC Universal Standard: Health and Safety (Level 1)

Leadership Competency: Organizing (Level 2)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

9. Investing in Paraeducators (4 hrs)

Discover an innovative approach to paraeducator professional learning that has a direct impact on student success by effectively engaging your school's instructional paraeducator team. In this workshop, you will identify strategies and structures to create pathways for paraeducator voice and input in creating professional learning, develop concrete action steps to build the agency and effectiveness of paraeducators, and learn how targeted professional learning for paraeducators positively impacts employee equity.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Leading Our Professions (Level 2)

Relevant for: Paraeducator; Pre-K through High School

10. LGBTQ+ Inclusion for ESPs: Best Practices and Rights of Students and Staff (4 hrs)

Experts from GLSEN, a national LGBTQ+ education nonprofit, will discuss the barriers LGBTQ+ students and staff face at school and examine the laws and best practices that ESPs can leverage to cultivate inclusive school environments. This workshop is especially relevant to those who identify as LGBTQ+ and for ESPs who work with student records, school facilities, family communication, and student health.

PGC Universal Standard: Cultural Competence (Level 2)

Leadership Competency: Leading Our Professions (Level 2)

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

11. Make It Matter! Facilitating ESP PLCs to Engage Members and Grow Leaders (4 hrs)

Professional Learning Communities (PLCs) are the key to creating an environment that promotes networking among ESPs, develops an appreciation for career family responsibilities, enhances professional practice, and grows member solidarity. Learn about the PLC meeting structure and how it is different from other meetings and professional learning sessions. Explore how this structure leads to professional and personal growth, increased leadership skills, and a deeper appreciation for union membership.

PGC Universal Standard: Professionalism (Level 2)

Leadership Competency: Leading Our Professions (Level 2)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:
THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

12. See Educators (like YOU!) Run for Public Office (4 hrs)

Electing NEA members on the local, state, and federal level is crucial to our success in creating the schools our students and educators deserve. This session is targeted towards 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, review the steps to take before kicking off a successful campaign, and hear from a See Educators Run alumni holding public office.

PGC Universal Standard: Organization (Level 3)

Leadership Competency: Advocacy (Level 3)

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

13. Speaking Our Truths to Level Up: Being Race and Class Explicit to Organize for Our Future (4 hrs)

Educators across the country are dedicated to supporting all students. While certain politicians work to divide us, by joining together, we can demand a fair public education system for all. In this session, we will share how we can find common ground as we discuss our shared values. We will then call for collective action using the Race Class Narrative (RCN) framework. Kamala Harris brought joy to her campaign using this strategy, and we will show you how you can use it in your advocacy too!

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:
THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

2025 NEA ESP NATIONAL CONFERENCE

CONFERENCE WORKSHOPS

Session I	Saturday, March 22	8:30 a.m. - 10:30 a.m.
Session II	Saturday, March 22	10:45 a.m. - 12:45 p.m.
ESP Career Networking Conversations	Saturday, March 22	3:00 pm - 5:00 p.m.
Session III	Sunday, March 23	9:20 am – 11:20 a.m.

1. A New Journey to Leadership (Session III)

This workshop will give you the resources to understand different pathways to advance your career and grow your leadership skills. Hear from ESP members about their career journeys and how they welcomed new opportunities that expanded their roles as educators and leaders. Through NEA’s leadership competencies and PGC framework, you will create a plan to achieve your goals and aspirations whether you want to explore new roles in education or state and local leadership. Join us to connect and discuss your core values with others, expand your knowledge and skills, and bring back resources to write your next chapter.

PGC Universal Standard: Professionalism, (Level 2)

Leadership Competency: Leading Our Professions, (Level 2)

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

2. Advocacy for Disabled Staff and Against Ableism in Our Schools (Session III)

What contributes to the stigma that keeps school employees from being open about their disabilities and chronic illnesses? This session is for both disabled and non-disabled staff who want to advocate for themselves and for their colleagues in their schools and worksites. We will explore the common disabilities and chronic illnesses that arise from poor working conditions and discuss how professional expectations can engender ableism. You will learn about applicable resources for accommodations and laws, including FMLA and ADA.

PGC Universal Standard: Cultural Competence, (Level 2)

Leadership Competency: Social and Emotional Intelligence, (Level 2)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

3. Bargaining for the Common Good (Sessions I, II)

Have you ever heard of Bargaining for the Common Good (BCG)? In Colorado, the Jefferson County ESP Association (JESPA) is leading the way in demonstrating how an ESP local association can engage in such a strategy to build power, fight for the common good, and win big for members, students, and the community. Hear JESPA's story, including the challenges they've faced and how they overcame them, and learn how you can and why you'd want to implement a BCG strategy back home in your local association. Whether or not you're in a state or local that has collective bargaining rights, this session is for you!

PGC Universal Standard: Professionalism, (Level 1)

Leadership Competency: Advocacy, (Level 1)

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

4. Building Community Schools: Centering ESPs in School Transformation (Sessions II, III)

This workshop engages ESPs in understanding the NEA Community School Model and the role ESPs play in community schools. You will explore the "what" and the "why" of community schools, how the community school process centers ESP voices, and what ESPs can do to help initiate the community school strategy. You will hear about ESPs who work in these schools and learn about the community school resources and supports available from NEA.

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

5. Building Strength Through Grievance Work (Session I)

There are many responsibilities as a local leader, including handling grievances, which is often a misunderstood and underappreciated opportunity to build internal and external relationships. This interactive session will deepen your understanding of how to professionally conduct a grievance process from start to finish. You will also have the opportunity to collaborate on how to organize membership around grievance work, giving individuals and unions back their power.

PGC Universal Standard: Organization, (Level 2)

Leadership Competency: Leading Our Professions, (Level 2)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

6. Building Winning Teams: Effective Paraeducator-Teacher Collaboration (Sessions II, III)

In 1996, NEA released the first version of Building Winning Teams trainings for paraeducators and teachers to strengthen their relationships and positively impact student outcomes. Now, NEA's ESP Quality Department is proud to debut a condensed, conference-sized version of the newest update to this legendary program. Led by ESP practitioners, this workshop is for paraeducators at all levels and affiliate staff who may be interested in offering Building Winning Teams programming to members in their state or local.

PGC Universal Standard: Communication, (Level 2)
Leadership Competency: Communication, (Level 1)
Relevant for: Paraeducator; Pre-K through High School

7. Data-Driven Support for ESPs: Key Findings from NEA's National Survey (Sessions I, III)

NEA recently completed a national survey of educators, including ESPs, covering a variety of topics plus a statistical analysis of ESPs as a whole (members and non-members). In this session, we will review key results from this research project on critical topics such as AI, the financial situations of ESPs, and disability rights and inclusion. We will discuss how affiliates can use these results and other research products to help them organize, engage, and support ESP members in their state or local.

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

8. Developing Classroom Working Agreements for Paraeducators and Teachers (Sessions I, II)

In this workshop, you will hear about paraeducators, teachers, and leaders who developed effective ways to co-teach and build working agreements within their educational settings. You will learn strategies for collaboration, co-teaching models, and effective learning environments that support an ESP's role in fostering student learning. You will also have opportunities to collaborate, develop, and draft co-teaching and working agreements for your current setting.

PGC Universal Standard: Communication, (Level 2)
Leadership Competency: Leading Our Professions, (Level 2)
Relevant for: Paraeducators; Pre-K through High School

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

9. Dysregulation vs. Disrespectful Behavior: De-escalate With Dignity and Humility (Session I)

In this session, you will explore the distinction between emotional dysregulation and disrespectful behavior. Through interactive discussions, you will learn how to identify implicit biases and underlying causes of student behavior and implement effective interventions. You will gain strategies for co-regulation, leading with dignity, building empathetic mentor-student relationships, and creating interactions that enhance student success and promote positive behavior in K-12 learning environments.

PGC Universal Standard: Cultural Competence, (Level 1)

Leadership Competency: Social and Emotional Intelligence, (Level 1)

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

10. Effective Communications: Be Seen, Be Heard (Sessions II, III)

Effective communication requires us to be clear, empathetic, and concise when expressing our ideas to one another. It is not about winning or forcing your opinions but rather understanding each other's perspectives and finding commonality. This workshop will focus on framing a compelling message for different media and audiences to influence, motivate, and persuade others.

PGC Universal Standard: Communication, (Level 1)

Leadership Competency: Communication, (Level 1)

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

11. Effective Para-Teacher Communication: Overcoming Barriers and Increasing Clarity and Professionalism (Sessions I, II)

When you apply strong communication skills, you can increase your job performance, professionalism, and leadership skills, and advocate for your students, yourself, and other ESPs in your communities. In this workshop, you will learn the basics of effective communication theory, explore barriers to Para-Teacher communication, and gain strategies for overcoming them. While this session is geared toward paraeducators, you can use the skills and strategies presented regardless of what career family you are in.

PGC Universal Standard: Communication, (Level 2)

Leadership Competency: Communication, (Level 2)

Relevant for: Paraeducators; Pre-K through High School

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

12. Empowering All: Advancing Disability Rights and Inclusion in Schools (DRI) (Session II)

In this workshop, you will learn to adopt asset-based mindsets and implement inclusive practices for supporting students and colleagues with disabilities. You will explore historical perspectives, foundational concepts, and strategies for creating inclusive environments. You will also be introduced to three new free courses on the NEA Professional Excellence Portal. This workshop will enhance your knowledge and skills, empowering you to better serve your community, students, and schools.

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

13. ESP Mentoring: Increasing Professional Satisfaction and Member Retention (Session II)

When ESPs aren't onboarded properly, they often feel burned out and undervalued for their work. But, when ESP mentoring programs are in place, amazing things can happen, including increased job satisfaction and retention, which benefits employers, students, and ESPs. Join us to learn about NYSUT's pilot to support staff mentoring programs in districts throughout New York State. We'll share our program launch and best practices from the local leaders who hail from diverse regions of this northeastern state.

PGC Universal Standard: Professionalism, (Level 2)

Leadership Competency: Leading Our Professions, (Level 2)

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

14. Fighting Outsourcing, Building Capacity, and Discovering Power (Sessions II, III)

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

PGC Universal Standard: Organization, (Level 3)

Leadership Competency: Organizing, (Level 2)

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



March 21-23, 2025
Louisville, KY

15. How an Organizing Mentorship Model Can Expand Your Year-Round Organizing and Bill of Rights Campaign (Sessions I, III)

Are you looking for strategies to super charge your ESP Bill of Rights Campaign? One way to expand your campaign is to empower ESP leaders to become Organizing Mentors while using the Year-Round Organizing (YRO) model for recruiting new union members. In this workshop, we will review the resources needed to create an Organizing Mentorship Program. By adopting this peer coaching model, your union will be able to select and train more organizers, fostering a culture of collaboration and expanding your capacity to win.

PGC Universal Standard: Professionalism, (Level 3)

Leadership Competency: Organizing, (Level 3)

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

16. How to Turn the ESP Bill of Rights into Local Wins (Session II)

The ESP Bill of Rights movement isn't only for state affiliate initiatives, but also a tool to support your local contract campaigns so you can win better salaries and working conditions for ESPs in your district. This session will feature a case study outlining how the Howard County Education Association in Maryland used the ESP Bill of Rights to organize their members to win higher salaries and better working conditions for the ESP members in their school system.

PGC Universal Standard: Communication, (Level 3)

Leadership Competency: Organizing, (Level 3)

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

17. Improving Engagement and Retention through ESP Mentoring Programs (Session II)

In Green Bay, Wisconsin, local leaders have worked jointly with the district to acquire funding for a mentoring program for ESPs that can be modified to fit the needs of any ESP career family. In this workshop, you will get a roadmap to a successful mentoring program, including a pipeline to provide certifications to secure and fill ESP positions. You will also learn strategies to organize, grow, and strengthen ESP membership in your union, giving you and your fellow members the power to advocate and find success in your careers.

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

18. Lead Like an ESP (Sessions II, III)

In this workshop, we will delve into the unique challenges that ESP leaders face, which often make their roles more complex compared to other leaders within an organization. By examining these specific hurdles, you will learn actionable strategies to effectively navigate and overcome them. You will collaborate with fellow leaders to develop comprehensive plans that address common obstacles and pitfalls that hinder ESPs from advancing into leadership positions.

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

19. Leadership Synergy: Aligning Your Team and Leadership Style with Organizing Strategies (Session I)

Enhance your effectiveness as an ESP leader! In this workshop, you will discover your unique leadership style through a self-assessment, identify ideal team compositions and techniques for building supportive teams, and learn strategies for organizing your members. You will emerge from this workshop with an action plan to lead confidently and organize successfully within your union.

PGC Universal Standard: Communication, (Level 2)

Leadership Competency: Organizing, (Level 2)

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

20. Level Up: A Personalized Roadmap to Career Advancement (Session I)

Are you feeling stagnant in your career? Do you want to leverage your skills and knowledge to acquire a new position? This is your call to action! After taking this workshop, you will have a roadmap with strategies and insights on how to land your next role in education. You will hear from fellow ESPs and teachers about how they went through the process of leveling up their careers. Make today the day you Level Up!

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

21. Lifting Up Leaders (Session I)

Learn how one California Teacher Association (CTA) local's shift to an organizing model resulted not only in a historic contract win but also in opening pathways to leadership for members who are Black, Indigenous, and people of color (BIPOC), while increasing union participation by BIPOC women. Lifting up Leaders is about identifying who is missing from our space, how we show up for our union siblings, and what voices are needed to make our local unions truly inclusive.

PGC Universal Standard: Cultural Competence, (Level 2)

Leadership Competency: Organizing, (Level 3)

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

22. Media 101: Using Your Superpower to Talk to the Media (Session I)

This session aims to provide ESP members with essential message and media skills. You will learn to navigate a range of media scenarios, covering strategies for both friendly and challenging interviews. The session will explore various reporter techniques and provide guidance on handling them effectively, with a focus on pivoting, bridging, performance, and delivery. You will also receive tips on appropriate attire for media interviews.

PGC Universal Standard: Communication, (Level 1)

Leadership Competency: Communication, (Level 1)

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

23. Meeting the Needs of the Whole Student (Sessions I, III)

As ESPs, we know the importance of educating the whole student and the critical role that all educators have in supporting 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, all other staff, and administrators must work together to ensure student success now more than ever. Join us to learn about educating the whole student and its positive benefits.

PGC Universal Standard: Professionalism, (Level 1)

Leadership Competency: Leading Our Professions, (Level 1)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

24. Mentoring Matters: A Journey to ESP Mentoring in Baltimore, Maryland (Session I)

Congratulations, you have been hired for a new position and have received your ID badge and key to the building! Now what? Who do you contact if you have a question? The Education Support Professionals of Baltimore County (ESPBC), Maryland have created a plan to address that question. Join us to hear about our journey and learn how to create a comprehensive onboarding and mentoring program that benefits all students and staff in the school system.

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

25. My Voice, My Choice, My Union! (Session III)

ESP jobs are constantly in jeopardy! Learn how to play the game so you come out a winner. Have fun playing the popular game, Jeopardy!, while learning how a grassroots statewide initiative fought against privatization and showed ESPs that they can win when they use their voice and make the choice to get involved in their union. By organizing members, discovering leaders, and calling for action, you too can secure ESP jobs in your state and locals.

PGC Universal Standard: Organization, (Level 1)

Leadership Competency: Organizing, (Level 1)

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

26. Navigating Personal Attacks: Strategies For Resolving Conflicts and Maintaining Professionalism (Session II)

Personal attacks within the union or the workplace, often driven by power and control, can disrupt unity and undermine the ability of leaders to advocate, which often leads to disengaged members and an ineffective local. This session will examine how power can influence responses to these attacks. As a leader or active member, you will learn the skills and strategies necessary to manage personal attacks effectively, while maintaining your professionalism within your local union or worksite.

PGC Universal Standard: Professionalism, (Level 2)

Leadership Competency: Communication, (Level 1)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

27. NEA PAC: Amplify Your Voice, Don't Be Silent (Sessions II, III)

With the 2024 elections behind us, we must focus our efforts on the 2026 midterms. The future of public education, racial and social justice, and more are on the line. To ensure ESP voices are heard, we must become activists and secure our seat at the table where critical, relevant discussions about our students and careers take place. Join us to explore how to engage members in elections by helping them position themselves on key issues and run successful political action committees (PAC).

PGC Universal Standard: Communication, (Level 2)

Leadership Competency: Advocacy, (Level 2)

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

28. News You Can Use From The School Nurse's Office (Session III)

In this workshop, we will clarify the school nurse's role in supporting both students and staff while addressing common health issues that impact everyone in our preK-12 schools and worksites. Join us to learn how to strengthen collaborative relationships between the school nurse's office and other staff to foster a safe, healthy, and cohesive environment for your students and colleagues.

PGC Universal Standard: Health and Safety, (Level 1)

Leadership Competency: Advocacy, (Level 1)

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

29. Organization Strategies to Recruit, Retain, and Engage Members (Session III)

Want to move your local association forward? In this session, Idaho ESPs will discuss how to use data, stories, and organizing strategies to keep members active and engaged in the important work to support our students and professions and strengthen our public schools. By the end of this session, you will learn how to implement these organizing methods and strategies in your local union and communities to recruit, retain, and engage members.

PGC Universal Standard: Communication, (Level 2)

Leadership Competency: Organizing, (Level 1)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

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

Are you struggling to organize and build capacity in your local or state union? In this workshop, you will collaborate with others and learn how to troubleshoot common obstacles to reaching potential union members and engaging current ones. ESPs matter, what we do matters, and our stories matter. We deserve rESpect. Join us to strategize, organize, and mobilize to reach our goals together.

PGC Universal Standard: Communication, (Level 2)

Leadership Competency: Organizing, (Level 2)

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

31. Organizing to Revamp and Modernize your CBA in Rural America! (Sessions I, II)

In this session, you will learn about our Montana local's strategies and stories of how we organized for historic wins, from negotiating salary to revamping and modernizing our collective bargaining agreement (CBA). We want attendees, especially if you are from a rural area, to leave this session knowing where to start in revamping your CBA, what to avoid, where to research, how to involve your members, and where to get more information and resources.

PGC Universal Standard: Professionalism, (Level 2)

Leadership Competency: Advocacy, (Level 2)

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

32. Pathways to Leadership: How Culture and Intersectionality Shape How We See and Conduct Ourselves as Leaders! (Sessions I, II)

In today's diverse and interconnected world, effective leadership requires more than just technical skills—it demands a deep understanding of how our cultural identities and intersectional experiences influence the way we see ourselves and navigate leadership roles. This course will explore how factors such as race, gender, socio-economic status, ability, and other intersecting identities shape our perceptions of leadership and how we conduct ourselves as leaders.

PGC Universal Standard: Cultural Competence, (Level 1)

Leadership Competency: Social and Emotional Intelligence, (Level 1)

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



33. Running for School Board: The “How” and “Why” (Session III)

This workshop will guide you through the process of running for a school governing board, highlighting how to do it and why it's important. We will cover the role and responsibilities of board members, the eligibility requirements, and the steps to build an effective campaign. You will learn how to create a platform, engage the community, and navigate the election process. Join us to learn why serving on the board is important for improving education and making a positive impact on students' futures.

PGC Universal Standard: Organization, (Level 2)

Leadership Competency: Governance and Leadership, (Level 3)

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

34. Social Media for Advocacy (Session II)

Get an introduction to organizing via social media. You will learn about various social media platforms, key audiences, and how to best share your stories and voices online in order to build power and inspire change. This session focuses on how to use content (photos, videos, and text) as a tool for advocacy on social media platforms.

PGC Universal Standard: Communication, (Level 1)

Leadership Competency: Communication, (Level 1)

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

35. Staying Calm in Crisis: Strategies for Managing Student Dysregulation (Session I)

This session will equip you with the tools and techniques needed to remain emotionally regulated while managing dysregulated student behavior. Whether you're a paraprofessional, bus driver, food service worker, or another ESP, you may regularly encounter students who are struggling emotionally and behaviorally. Learn how to maintain your emotional regulation in order to de-escalate situations and create safe and productive learning environments for all.

PGC Universal Standard: Professionalism, (Level 2)

Leadership Competency: Social and Emotional Intelligence, (Level 1)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

36. Sticks and Stones: Understanding Implicit Bias (Sessions II, III)

Implicit bias, those unconscious attitudes and beliefs that shape our perceptions, often go unnoticed. This interactive session will explore real-world examples of implicit bias and its impact on students, schools, and the community. Discover practical strategies to identify, address, and confront bias within yourself and others. Leave this session equipped to foster a more inclusive and equitable school and work environment.

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

37. Stop the Drops! How to Respond to Drop Campaigns (Sessions I, II)

The adversaries of organized labor will go to great lengths to bust unions. In this session, we will identify these adversaries and review their strategies, including drop campaigns, which are efforts to persuade educators to drop their union membership. You will learn how to evaluate the misinformation often used in these campaigns, develop affirmative strategies to mitigate the risk of membership losses, and create plans for how and when to engage defensively.

PGC Universal Standard: Organization, (Level 2)

Leadership Competency: Organizing, (Level 2)

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

38. Telling Your Story of Self/Us/Now (Session I)

If we could change the world alone, we would already have done so. But we know we are called to motivate others to join us in taking action that improves our schools and our professions. This session will take you step-by-step through making a strategy to accomplish great things, understanding your Story of Self, and strengthening your public speaking skills so you can organize and lead others toward the fair workplaces we deserve and the quality education our students need.

PGC Universal Standard: Communication, (Level 2)

Leadership Competency: Communication, (Level 2)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

39. The 411 of Sign Language Interpretation and Collaboration in the Classroom (Session III)

In this session, you will learn the roles and responsibilities of a sign language interpreter and understand how ESPs can collaborate with teachers to meet the needs of students who are using interpreters. We will share resources with basic sign language vocabulary and conversations you can take with you to ensure the best possible learning environment for these students in your schools.

PGC Universal Standard: Communication, (Level 1)

Leadership Competency: Communication, (Level 1)

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

40. The Fight for a Living Wage: Leveraging Your Budget in ESP Contract Negotiations (Session III)

Do you believe that One Job Should be Enough? This workshop will teach you how to leverage your ESP budget at the contract negotiation table. View an example from Massachusetts and learn how you can build a budget presentation that will help your local ESPs advocate for the living wages they deserve.

PGC Universal Standard: Organization, (Level 1)

Leadership Competency: Strategy and Fiscal Health, (Level 1)

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

41. The Road Less Traveled: Vermont's Journey to an Educators' Bill of Rights (Sessions I, II)

Vermont's approach to developing an Educators' Bill of Rights began two years ago through conversations with members. It was clear that issues of fair compensation, time, and safe working environments applied to everyone on the education team, including teachers and ESPs. As a collective bargaining state, our gains are made at the table; however, the goals of the Bill of Rights can be achieved anywhere. During this session, we will walk you through our process, share the product of our work, and outline our aspirations for the future.

PGC Universal Standard: Professionalism, (Level 3)

Leadership Competency: Organizing, (Level 2)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

42. Understanding and Supporting Gender-Diverse Students (Session I)

Gender-diverse youth represent a growing student population in K-12 schools. This session will increase your awareness and knowledge about gender diversity matters in education and the critical role you can play in creating a positive school climate for gender-diverse students. Join us to get strategies to ensure safe, supportive, and welcoming learning environments for transgender and gender-diverse students in your communities.

PGC Universal Standard: Cultural Competence, (Level 1)

Leadership Competency: Advocacy, (Level 1)

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

43. Unity In Education: Fostering Meaningful Parent-ESP Relationships (Session I)

Join us for an engaging workshop that will empower ESPs like you and strengthen your connection with parents. We will focus on enhancing communication skills, building collaborative relationships, and cultivating a supportive community. You will learn practical communication strategies for open dialogue with parents, explore collaboration frameworks for student success, and discuss ways to create an inclusive environment.

PGC Universal Standard: Communication, (Level 2)

Leadership Competency: Communication, (Level 1)

Relevant for: Health and Student Services, Paraeducators, Secretarial/Clerical Services, Transportation Services; Pre-K through High School, Central Office/Districtwide

44. Who Are We? Educator Unions and Social Justice (Session III)

This workshop will review the history of the U.S. labor movement and its connection to public education. You will have the opportunity to assess your local to determine where you all are on a continuum from a club to a fighting union. You will develop specific, measurable, achievable, relevant, and time-bound (SMART) goals for your local union and develop potential implementation plans.

PGC Universal Standard: Ethics, (Level 3)

Leadership Competency: Organizing, (Level 1)

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

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!

2025 NEA ESP NATIONAL CONFERENCE



March 21-23, 2025
Louisville, KY

45. You've Got Needs...You've Got Options with NEA Member Benefits (Session I, II)

Balancing your work and personal life can be hard, but NEA Member Benefits is here to offer you options! You will start by understanding what NEA Member Benefits has in place to protect your family, cut your monthly expenses, and enjoy life to its fullest. You will walk away knowing what programs you and your family can benefit from and how to access them. Join us for a thorough guide to everything you can get from NEA Member Benefits.

PGC Universal Standard: Professionalism, (Level 1)

Leadership Competency: Communication, (Level 1)

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

ESP CAREER FAMILY NETWORKING CONVERSATIONS /

Saturday, March 22, 3:00 p.m. – 5:00 p.m.

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

- Clerical Services
- Custodial and Maintenance Services
- Food Services
- Health and Student Services
- Paraeducators
- Security Services
- Skilled Trades
- Technical Services
- Transportation Services
- ESP Allies (for non-ESP registrants)