

# 2025 NEA ESP NATIONAL CONFERENCE



EDUCATION SUPPORT PROFESSIONALS



NATIONAL CONFERENCE

PROMOTE. PROTECT. STRENGTHEN. PUBLIC EDUCATION:

THE FOUNDATION OF OUR DEMOCRACY!



March 21-23, 2025  
Louisville, KY

#ESP2025 | #WeLoveOurESPs | [nea.org/esp](https://nea.org/esp)

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

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# 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



### Promote. Protect. Strengthen Public Education: The Foundation of Our Democracy.

**Dear Conference Attendee,**

Every day, no matter your role in education, you are helping us protect the foundation of our democracy and the students who depend on it to learn, grow, and simply survive in this diverse and interdependent world.

As an education support professional and steward of our school communities, you have been there for some of our most vulnerable students and their families. Many of you have stood in front of school boards to advocate for better pay and respect for your professions. You have testified before state houses to block bills that would dismantle

workers' rights and the unions that protect them. I am forever inspired by the extraordinary lengths you go to ensure better outcomes for students, educators, and communities everywhere. You give us hope during times our nation needs it most.

We have seen changes over the years, but through every congressional session and presidential administration, the purpose of NEA has remained the same: to be the voice of students and educators. As the largest labor union in the country, we will stay grounded in this purpose and in our commitment to ensure every student has access to high-quality, safe, inviting, welcoming, inclusive public schools. We have not—and we will not—change our vision and our values for public education because of who has been elected to office.

Every student, every educator, and every community deserves to exist in fairness, equity, justice and freedom. We remain willing and prepared to continue to act until those ideals become a reality in every school, every campus, and in every community.

There is no doubt that the times we find ourselves facing today are among the most difficult many of us have seen. Student and educator rights are under attack and it has become even more critical for us to come together, learn from one another, and do everything in our power to promote, protect, and strengthen public education. At the NEA ESP National Conference and beyond, we have an opportunity to do all of this and more.

From topics on racial and social justice to running for office, this weekend is filled with sessions that will provide you with the knowledge and skills to grow your professional excellence and confront the inequities that harm students, workers, and everything our labor movement stands for. With education support professionals leading us in every step of the way, we will reaffirm our commitment to ensure every student and every educator has what they need and deserve to step boldly into their brilliance.

The ESP Conference exists for moments like this. Our union exists for moments like this. Together, we must harness the strength of NEA's 3 million members to stand up against the threats to our democracy and build a safer and more just future for all.

The work cannot wait. I look forward to seeing you in Louisville.

In solidarity,

A handwritten signature in cursive script that reads "Becky S. Pringle". The ink is dark and the signature is fluid and legible.

Becky S. Pringle  
NEA President

# Welcome from NEA ESP Planning Committee

## Dear Conference Attendee,

This convening is special to all of us not only because it's a professional learning opportunity unique to ESPs, but also because it honors the caring adults in our schools, worksites, and campuses who work tirelessly every day to ensure students have what they need to succeed.

We have a lot in store for you over the next few days, including more than 110 union-convened, member-led workshop sessions and inspiring keynotes from ESP leaders and NEA officers. We would love for you to take advantage of this opportunity to connect with ESP members from across the country. Be sure to catch up with old friends, make new ones, and engage with us online using the conference hashtag: #ESP2025.

We hope you will leave this conference feeling empowered, energized, and ready to apply your new learnings in the critical roles you play in education. Together, as the largest labor union in the country, we can continue to promote, protect, and strengthen public education and create a better future for students and educators everywhere.

Thank you for joining us in Louisville for what we know will be a fun and rewarding experience for all.

Warm regards,

## The 2025 NEA ESP Conference Planning Committee

Robert Rodriguez, Chairperson

Michael Glabere, WI

Barbara Jackson, CA

Brenda Johnson, MN

Temika Langston-Myers, NJ

Susan Nicholas, IL

Lois Yukna, NJ



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## THANK YOU

Platinum Sponsor

**nea** *Member Benefits*

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

Exhibitors

ESP Professional Learning

National Council for Education Support Professionals (NCESP)

NEA Campaigns and Elections

NEA Center for Racial and Social Justice

NEA ESP Bill of Rights

NEA Foundation

NEA LGBTQ+ Caucus

NEA PAC

NEA-Retired

New Organizing Fellowship Academy/NEA Center for Organizing

TRAVELERS



CHAMBERLAIN  
UNIVERSITY

WALDEN  
UNIVERSITY

ADTALEM STRATEGIC WORKFORCE SOLUTIONS

*\*Exhibitors listed as of 3/6*



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## THANK YOU

### Raffle Donors

Kentucky Education Support Professionals Association

Alabama Education Association

Arkansas Education Association

Illinois Education Association

Iowa State Education Association

Kansas NEA

Massachusetts Teachers Association

New York State United Teachers

Ohio Association of Education Support Professionals

Wisconsin Education Association Council

Raffle items will be given away at every general session.  
You must be present to win.

### GRAND PRIZE RAFFLE

NEA will award one ESP member  
and one ESP member guest of their choice  
(the guest must be an ESP conference first-timer in 2026)

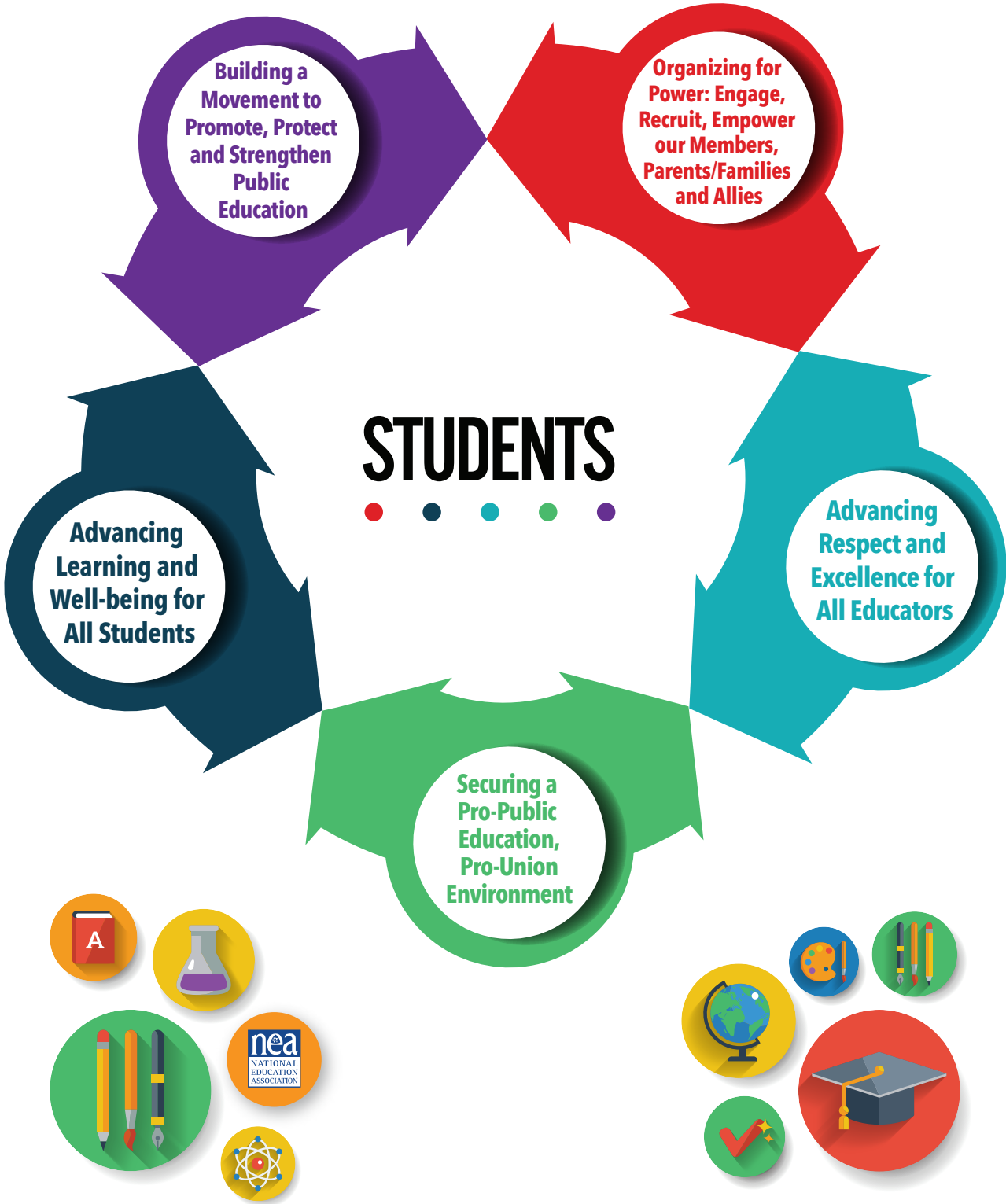
#### A FULLY FUNDED TRIP

to the  
2026 NEA ESP National Conference  
in Anaheim, CA.

*\*Exhibitors listed as of 3/6*



# Vision Priorities





# 2025 NEA 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 Bluesky**

@NEAToday



**Follow us on Instagram**

@NEAToday

Use the hashtags **#ESP2025**  
and **#WeLoveOurESPs**

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**#WeLoveOurESPs**

# General Information

## Time Zone

All events are in Eastern Time unless otherwise noted.

## Badges and Scanning

The NEA ESP National Conference 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 HUB (via web browser), your online one-stop shop for everything happening at the conference!

Use these platforms to:

- View your personal conference schedule
- Receive conference announcements
- Access workshop and conference surveys
- Download workshop materials from the sessions you attend (HUB only)

Instructions for the APP and HUB will be emailed to all registrants before the conference begins.

## Workshops *(All workshops require registration)*

- **Pre-conference workshops** require registration and an additional conference fee of \$50.
- **Early-bird and regular conference workshops** require registration.

**Want to change workshops?** Inquire at the registration help desk.

Deadline for workshop changes:

- ✓ Pre-conference changes must be made by Wednesday, March 19
- ✓ Early-bird changes must be made by Thursday, March 20
- ✓ Regular conference changes must be made by Friday, March 21

Workshop changes can only be made at the registration help desk. Workshop availability is limited.

## Conference Workshop Certificates

Downloadable certificates will be emailed to attendees on Wednesday, March 26.

**To receive a certificate:**

- Attend your workshops
  - 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!

- Complete your workshop session surveys in the APP or HUB by 5:00 pm ET, March 24.
  - The workshop session surveys will launch after the session ends.
- Complete the conference survey in the APP or HUB by 5:00 pm ET, March 24.
  - The conference survey will launch at 12:00 pm ET on Sunday, March 23.

### Conference-Provided Meals

	Thursday, 3/20	Friday, 3/21	Saturday, 3/22	Sunday, 3/23
Pre-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. 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.

# Pre-Conference Schedule

## Tuesday, March 4

8:00 pm – 9:00 pm ET	<b>Budget Engagement</b> Noel Candelaria, NEA Secretary-Treasurer	Virtual
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## Wednesday, March 12

7:00 pm – 8:30 pm ET	<b>First-Timers Networking</b>	Virtual
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## Wednesday, March 19

1:00 pm – 5:00 pm	<b>Registration</b>	2nd Floor Registration
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## Thursday, March 20

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

6:30 am – 5:00 pm	<b>Registration</b>	2nd Floor Registration
7:00 am – 8:45 am	<b>Pre-conference Breakfast</b> *For pre-conference registrants only	Grand Ballroom
9:00 am – 5:00 pm	<b>Pre-conference Workshops</b> *For pre-conference registrants only	See pages 13-15
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	Grand Ballroom
3:30 pm – 3:45 pm	<b>Snack Break</b>	Grand Ballroom Foyer

# Pre-Conference Workshops

Thursday

9:00 am – 5:00 pm

1

## Cultural Wealth and ESP Power

*James Frazier, Kimberley Scott-Hayden, Gabriel Tanglao*

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

**French**

2

## Fantastic Facilitation: Elevating Presentation Skills to Build Engagement and Leadership

*Cathy Butler, Regina Gambrell, N.Sabrina Gates, Genesis Zschocher*

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

**Segell**

3

## How to Use Communications Skills to Become a Successful ESP Leader

*Brenda Alvarez, Tory Brown, Mary Ellen Flannery, Natieka Samuels, Brian Washington*

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 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

**McCreary**

4

## **Organizing to Win: Skills for Building Long-Term Strategic Campaigns**

*Floyd Cox, Sean McKillop, Cindy Poper, Cindy Porter, Caitlin Rollo, Stacy Tayman*

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

**Jones**

5

## **Recognizing and Elevating Excellence through ESP Peer Mentoring**

*Kathy Dulis, Leslie Fottrell, Josh Frasier, Mike Hoffman, Tammy Hughes, Juliette Longchamp, Gloria Mantagaris, Carmel Quinn, Twanna Swanson*

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

**Stopher**

**6**

## Trauma and Schools: It's All About Relationships

*Jason Fletcher, Todd Savage*

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

**Coe**

**7**

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

*Andrea Beeman, Jen Bramson, Pamella Johnson, 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 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.

**Beckham**

# Conference Schedule

## Friday, March 21

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

6:00 am – 6:00 pm	<b>Registration</b>	2nd Floor Registration
8:00 am – 3:00 pm	<b>Early-Bird Workshops</b> (6-hrs)	See pages 23-26
8:00 am – 12:00 pm	<b>Early-Bird Workshops</b> (4-hrs)	See pages 23-26
10:00 am – 10:15 am	<b>Brain Break</b> *No food/beverage provided	
12:00 pm – 12:45 pm	<b>Lunch on Your Own</b> *No conference-provided meal	
1:30 pm – 3:30 pm	<b>NCESP General Membership Meeting</b>	Cochran
4:30 pm – 5:45 pm	<b>Conference Opening Session</b> <b>wE SPark Speaker:</b> Genesis Zschocher, FL <b>Keynote Speaker:</b> Princess Moss, NEA Vice President <b>Raffle Giveaway!</b>	Grand Ballroom
5:45 pm – 8:15 pm	<b>Conference Opening Reception</b> *Light hors d'oeuvres and drinks	Grand Ballroom Foyer

## Saturday, March 22

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	<b>Registration</b>	2nd Floor Registration
6:45 am – 8:15 am	<b>Breakfast</b>	Grand Ballroom
8:30 am – 10:30 am	<b>Workshop Session I</b>	See pages 27-41
10:45 am – 12:45 pm	<b>Workshop Session II</b>	See pages 27-41
1:00 pm – 2:30 pm	<b>Lunch/General Session</b> <b>wE SPark Speaker:</b> Carol Peek, CA <b>Keynote Speaker:</b> Andy Beshear, Kentucky Governor <b>Raffle Giveaway!</b>	Grand Ballroom
3:00 pm – 5:00 pm	<b>ESP Career Family Networking Conversations</b>	See page 41
6:30 pm – 9:00 pm	<b>NEA ESP of the Year Award Banquet</b> <b>Speaker:</b> Jen Bramson, 2024 ESP of the Year <b>Keynote Speaker:</b> Becky Pringle, NEA President	Grand Ballroom



## Sunday, March 23

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The Sunday workshop requires pre-registration and is open to all conference registrants. Travel snacks will be distributed at the closing session.

7:00 am – 8:45 am	<b>Registration</b>	2nd Floor Registration
7:00 am – 8:30 am	<b>Breakfast</b>	Grand Ballroom
8:30 am – 9:10 am	<b>Morning/General Session</b> <b>wE SPark Speaker:</b> Catina Taylor, MN <b>Keynote Speaker:</b> Noel Candelaria, NEA Secretary-Treasurer <b>Raffle Giveaway!</b>	Grand Ballroom
9:20 am – 11:20 am	<b>Workshop Session III</b>	See pages 27-41
11:30 am – 12:00 pm	<b>Closing Session</b> <b>Travel Snack</b>	Grand Ballroom

## 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 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.



## Andy Beshear

### Governor of Kentucky

Gov. Andy Beshear has guided Kentucky with steady, compassionate leadership through devastating natural disasters and the worst pandemic in a century and has overseen historic economic development, attracting thousands of new good-paying jobs in every corner of the commonwealth.

Under Gov. Beshear's leadership, Kentucky is on the greatest economic win streak of our lifetimes. Over the past five years, the Governor has announced a record \$35 billion in private sector investment, leading to the creation of more jobs than any other administration in state history.

He has positioned Kentucky as a leader in electric vehicle battery manufacturing, with four of the largest EV battery plants being built on planet Earth.

Kentucky's economy is booming. The commonwealth was ranked No. 2 and No. 3 in per capita economic development in back-to-back years; Kentucky businesses are exporting more goods than ever before; and our tourism industry had its best two years ever in 2023 and 2024. Under the Governor's fiscal management, the commonwealth has had upgrades from all three major bond-rating agencies.

Gov. Beshear continues to position Kentucky for growth by investing in our infrastructure, including high-speed internet, four-laning the Mountain Parkway, announcing the Brent Spence Bridge Companion Project, and bringing clean water to communities across Kentucky who haven't had it. And he announced the first new hospital in the West End of Louisville in over 150 years.

The state is welcoming more businesses, more families and more visitors to our New Kentucky Home. The family are members of Beargrass Christian Church and are loved by the First Dog, Winnie.



## 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. Each NEA ESP National Conference workshop is labeled as aligning to one of the universal standards and continuum levels, allowing you to progress on your content-level understanding and application of the PGC.

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

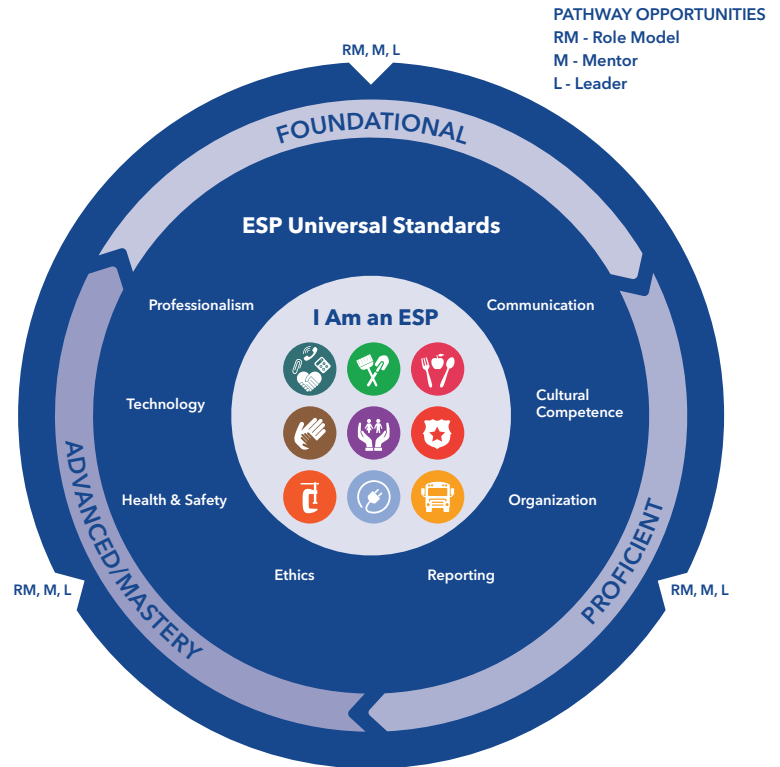
### NEA Leadership Competency Framework

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

Friday

8:00 am – 3:00 pm (6-hrs)

8:00 am – 12:00 pm (4-hrs)

1

## American Heart Association (AHA) HeartSaver CPR/AED/First Aid Training (6-hrs)

*Sheila Caldwell, Liz 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, 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

**Dogwood (West Tower)**

2

## American Red Cross CPR/AED/First Aid Training (6-hrs)

*David Lilie, Eunice Salcedo*

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

**Holly (West Tower)**

3

## Collective Well-Being for Educators (4-hrs)

*Eboni Rucker*

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 well-being, 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

**Coe**

#### 4 Cultural Wealth and ESP Power (4-hrs)

*James Frazier, Kimberley Scott-Hayden, Gabriel Tanglao*

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

**French**

#### 5 ESP Leadership Style True Colors 2.0 NextGen (4-hrs)

*Sonia Fortin, Amy Morin*

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

**Carroll Ford**

#### 6 Finding Our Voices: Empowering Latine Leadership in Unions and Beyond (4-hrs)

*Toni Mejias, Yahaira Rodriguez*

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

**Breathitt**



7

## How To Start Organizing Your Local Health and Safety Committee (4-hrs)

*Deena Holland-Moore, Mike Rollins*

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

**Beckham**

8

## Investing in Paraeducators (4-hrs)

*Eric Underhill*

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

**Jones**

9

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

*Anthony Brisson, Michael Rady*

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

**McCreary**

## 10 **Make It Matter! Facilitating ESP PLCs to Engage Members and Grow Leaders (4-hrs)**

*Regina Gambrell, N.Sabrina Gates*

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

**Segell**

## 11 **See Educators (like YOU!) Run for Public Office (4-hrs)**

*Meighan Davis, Lee Hedgepeth*

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

**Stopher**

## 12 **Speaking Our Truths to Level Up: Being Race and Class Explicit to Organize for Our Future (4-hrs)**

*Pamella Johnson, Shawna Moore, Merwyn Scott, Michael Scott*

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

**Nunn**

## Conference Workshops

Session I	Saturday	8:30 am - 10:30 am
Session II	Saturday	10:45 am - 12:45 pm
ESP Career Family Conversations	Saturday	3:00 pm - 5:00 pm
Session III	Sunday	9:20 am - 11:20 am

1

### A New Journey to Leadership (Session III)

*Tonya Horn, Shasta Rosales*

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

**Laffoon**

2

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

*Yesenia Guerrero, Kathryn Punsly*

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

**Holly (West Tower)**

3

### Bargaining for the Common Good (Sessions I, II)

*Brian Beallor, Vicki Flores, Melanie McClain, Jorge Montiel*

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

**Breathitt**

## 4 **Building Community Schools: Centering ESPs in School Transformation**

**(Sessions II, III)**

*Angelia Ebner, David Greenberg*

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

**Dogwood (West Tower)**

## 5 **Building Strength Through Grievance Work (Session I)**

*Gina Cox, Shelley Seeberg*

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

**Dogwood (West Tower)**

## 6 **Building Winning Teams: Effective Paraeducator-Teacher Collaboration**

**(Sessions II, III)**

*Margaret Dalton-Diakite, Jean Fay*

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

**Stanley**

7

## **Data-Driven Support for ESPs: Key Findings from NEA's National Survey**

**(Sessions I, III)**

*Melissa Hershcopf*

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

**McCreary**

8

## **Developing Classroom Working Agreements for Paraeducators and Teachers (Sessions I, II)**

*Eric Underhill*

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

**Jones**

9

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

*Ric Calhoun, Andrea Quitevis*

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

**Willow (West Tower)**

10

## **Effective Communications: Be Seen, Be Heard (Sessions II, III)**

*Jariza Rodriguez*

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

**Clements**

11

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

*Patricia Harrahill, Mary Reynolds-East*

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

**Nunn**

12

## **Empowering All: Advancing Disability Rights and Inclusion in Schools (DRI) (Session II)**

*Yesenia Guerrero, Kathryn Punsly*

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

**Holly (West Tower)**

13

## **ESP Mentoring: Increasing Professional Satisfaction and Member Retention (Session II)**

*Leslie Fottrell, Katy Smith*

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

**McCreary**

14

## **Fighting Outsourcing, Building Capacity, and Discovering Power (Sessions II, III)**

*Ignacio Sanchez, Ivory Smith*

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 Higher Education, Central Office/Districtwide

**Taylor**

15

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

*Priscilla Bradley, Rachel Hautmann, Sean McKillop*

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

**Beckham**

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

*Holly Crawford, Sonia D'Urbano, Sean McKillop, Kira Schuman*

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

**Beckham**

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

*Brent Bergstrom, Amy Fish, Emilie Heil*

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

**Coe**

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

*Jozette Hartsfield, Tameka Mays*

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

**Sampson**

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

*Laurie Gibson-Parker, Temika Langston-Myers*

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

**Laffoon**

20

## **Level Up: A Personalized Roadmap to Career Advancement (Session I)**

*Steven Alvarez*

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

**Taylor**

21

## **Lifting Up Leaders (Session I)**

*Diana Momiye Mueller*

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

**Stanley**

22

## **Media 101: Using Your Superpower to Talk to the Media (Session I)**

*Staci Maiers*

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

**Holly (West Tower)**

23

## Meeting the Needs of the Whole Student (Sessions I, 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 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

**Coe**

24

## Mentoring Matters: A Journey to ESP Mentoring in Baltimore, Maryland

(Session I)

*Sarah Fogle, Millie Hamann, Doug Handy, Selestee Harris, Carol Rook, Toni Shinn, Jeanette Young*

THIS WORKSHOP WILL BE RECORDED and is therefore CLOSED for on-site registration. All registrants were required to SIGN a MEDIA RELEASE FORM, granting NEA permission to use all images and voice recordings from this workshop.

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

**Segell**

25

## My Voice, My Choice, My Union! (Session III)

*Christine Kosar, Kelleyann Morris*

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

**Carroll Ford**

**26**

## **Navigating Personal Attacks: Strategies For Resolving Conflicts and Maintaining Professionalism (Session II)**

*Crystal Bush, Debra Ward-Mitchell*

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

**Willow (West Tower)**

**27**

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

*Connie Boylan*

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

**Brown**

**28**

## **News You Can Use From The School Nurse's Office (Session III)**

*Paulette Luckett, Jennifer Wofford*

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

**Morrow**

29

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

*LiseAnn Mills*

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

**Nunn**

30

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

*Nicole Nichols, Jill Scarcelli*

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

**Segell**

31

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

*Tom Burgess, Emily McCaffree*

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

**Carroll Ford**

32

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

*Aneeka Ferrell*

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

**Daisy (West Tower)**

33

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

*Savannah Galaviz-Tranguch*

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

**French**

34

## Social Media for Advocacy (Session II)

*Natieka Samuels*

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

**Laffoon**

35

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

*Elizabeth Craig, TJ Lunger*

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

**Stopher**

36

## **Sticks and Stones: Understanding Implicit Bias (Sessions II, III)**

*Lisa Jennings*

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

**Stopher**

37

## **Stop the Drops! How to Respond to Drop Campaigns (Sessions I, II)**

*Susan Nogan, Brian Washington*

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

**French**

38

## **Telling Your Story of Self/Us/Now (Session I)**

*Tory Brown*

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

**Brown**

**39**

## **The 411 of Sign Language Interpretation and Collaboration in the Classroom**

**(Session III)**

*Jenny Wood*

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

**Wilkinson**

**40**

## **The Fight for a Living Wage: Leveraging Your Budget in ESP Contract Negotiations**

**(Session III)**

*Marissa Fried, Katherine Monteiro*

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

**Breathitt**

**41**

## **The Road Less Traveled: Vermont's Journey to an Educators' Bill of Rights**

**(Sessions I, II)**

*James (Jim) Johnson, Carmel Quinn*

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

**Morrow**

42

## Understanding and Supporting Gender-Diverse Students (Session I)

*Todd Savage*

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

**Clements**

43

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

*Talaya Hayes, Sabrina Metz*

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

**Sampson**

44

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

*Ovidia Molina, Dorian Prier-Piloto*

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

**Jones**



## You've Got Needs...You've Got Options with NEA Member Benefits

(Session I, II)

*Susan Estes*

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 Higher Education, Central Office/Districtwide

**Wilkinson**

### ESP CAREER FAMILY NETWORKING CONVERSATIONS

**Saturday, 3:00 pm – 5:00 pm**

**Check your badge for room assignments**

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 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)

## 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 I

8:30 am – 10:30 am

3	<b>Bargaining for the Common Good</b>	Breathitt
5	<b>Building Strength Through Grievance Work</b>	Dogwood (West Tower)
7	<b>Data-Driven Support for ESPs: Key Findings from NEA's National Survey</b>	McCreary
8	<b>Developing Classroom Working Agreements for Paraeducators and Teachers</b> Paraeducator; Pre-K through High School	Jones
9	<b>Dysregulation vs. Disrespectful Behavior: De-escalate With Dignity and Humility</b> Pre-K through High School, Central Office/Districtwide	Willow (West Tower)
11	<b>Effective Para-Teacher Communication: Overcoming Barriers and Increasing Clarity and Professionalism</b> Paraeducator; Pre-K through High School	Nunn
15	<b>How an Organizing Mentorship Model Can Expand Your Year-Round Organizing and Bill of Rights Campaign</b> Pre-K through High School, Central Office/Districtwide	Beckham
19	<b>Leadership Synergy: Aligning Your Team and Leadership Style with Organizing Strategies</b> Pre-K through High School, Central Office/Districtwide	Laffoon
20	<b>Level Up: A Personalized Roadmap to Career Advancement</b>	Taylor
21	<b>Lifting Up Leaders</b>	Stanley
22	<b>Media 101: Using Your Superpower to Talk to the Media</b>	Holly (West Tower)
23	<b>Meeting the Needs of the Whole Student</b> Pre-K through High School	Coe
24	<b>Mentoring Matters: A Journey to ESP Mentoring in Baltimore, Maryland</b> Pre-K through High School, Central Office/Districtwide	Segell
31	<b>Organizing to Revamp and Modernize your CBA in Rural America!</b> Pre-K through High School	Carroll Ford

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

32	<b>Pathways to Leadership: How Culture and Intersectionality Shape How We See and Conduct Ourselves as Leaders!</b> Pre-K through High School, Central Office/Districtwide	Daisy (West Tower)
35	<b>Staying Calm in Crisis: Strategies for Managing Student Dysregulation</b> Pre-K through High School, Central Office/Districtwide	Stopher
37	<b>Stop the Drops! How to Respond to Drop Campaigns</b> Pre-K through High School, Central Office/Districtwide	French
38	<b>Telling Your Story of Self/Us/Now</b>	Brown
41	<b>The Road Less Traveled: Vermont's Journey to an Educators' Bill of Rights</b>	Morrow
42	<b>Understanding and Supporting Gender-Diverse Students</b> Pre-K through High School, Central Office/Districtwide	Clements
43	<b>Unity In Education: Fostering Meaningful Parent-ESP Relationships</b> Health and Student Services, Paraeducators, Secretarial/Clerical Services, Transportation Services; Pre-K through High School, Central Office/Districtwide	Sampson
45	<b>You've Got Needs...You've Got Options with NEA Member Benefits</b>	Wilkinson

**Session II****10:45 am – 12:45 pm**

3	<b>Bargaining for the Common Good</b>	Breathitt
4	<b>Building Community Schools: Centering ESPs in School Transformation</b> Pre-K through High School, Central Office/Districtwide	Dogwood (West Tower)
6	<b>Building Winning Teams: Effective Paraeducator-Teacher Collaboration</b> Paraeducator; Pre-K through High School	Stanley
8	<b>Developing Classroom Working Agreements for Paraeducators and Teachers</b> Paraeducator; Pre-K through High School	Jones
10	<b>Effective Communications: Be Seen, Be Heard</b>	Clements
11	<b>Effective Para-Teacher Communication: Overcoming Barriers and Increasing Clarity and Professionalism</b> Paraeducator; Pre-K through High School	Nunn
12	<b>Empowering All: Advancing Disability Rights and Inclusion in Schools (DRI)</b>	Holly (West Tower)
13	<b>ESP Mentoring: Increasing Professional Satisfaction and Member Retention</b>	McCreary
14	<b>Fighting Outsourcing, Building Capacity, and Discovering Power</b>	Taylor

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

16	<b>How to Turn the ESP Bill of Rights into Local Wins</b> Pre-K through High School, Central Office/Districtwide	Beckham
17	<b>Improving Engagement and Retention through ESP Mentoring Programs</b> Pre-K through High School, Central Office/Districtwide	Coe
18	<b>Lead Like an ESP</b>	Sampson
26	<b>Navigating Personal Attacks: Strategies For Resolving Conflicts and Maintaining Professionalism</b>	Willow (West Tower)
27	<b>NEA PAC: Amplify Your Voice, Don't Be Silent</b>	Brown
30	<b>Organize with rESpect: How to Build a Strong ESP Voice and Increase Engagement</b> Pre-K through High School, Central Office/Districtwide	Segell
31	<b>Organizing to Revamp and Modernize your CBA in Rural America!</b> Pre-K through High School	Carroll Ford
32	<b>Pathways to Leadership: How Culture and Intersectionality Shape How We See and Conduct Ourselves as Leaders</b> Pre-K through High School, Central Office/Districtwide	Daisy (West Tower)
34	<b>Social Media for Advocacy</b>	Laffoon
36	<b>Sticks and Stones: Understanding Implicit Bias</b>	Stopher
37	<b>Stop the Drops! How to Respond to Drop Campaigns</b> Pre-K through High School, Central Office/Districtwide	French
41	<b>The Road Less Traveled: Vermont's Journey to an Educators' Bill of Right</b>	Morrow
45	<b>You've Got Needs...You've Got Options with NEA Member Benefits</b>	Wilkinson

**Sunday Workshops (At-A-Glance)**

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

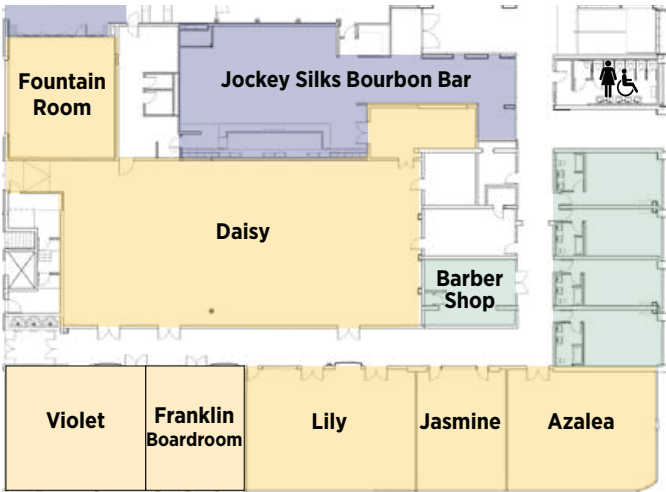
**Session III****9:20 am – 11:20 am**

1	<b>A New Journey to Leadership</b> Pre-K through High School	Laffoon
2	<b>Advocacy for Disabled Staff and Against Ableism in Our Schools</b>	Holly (West Tower)

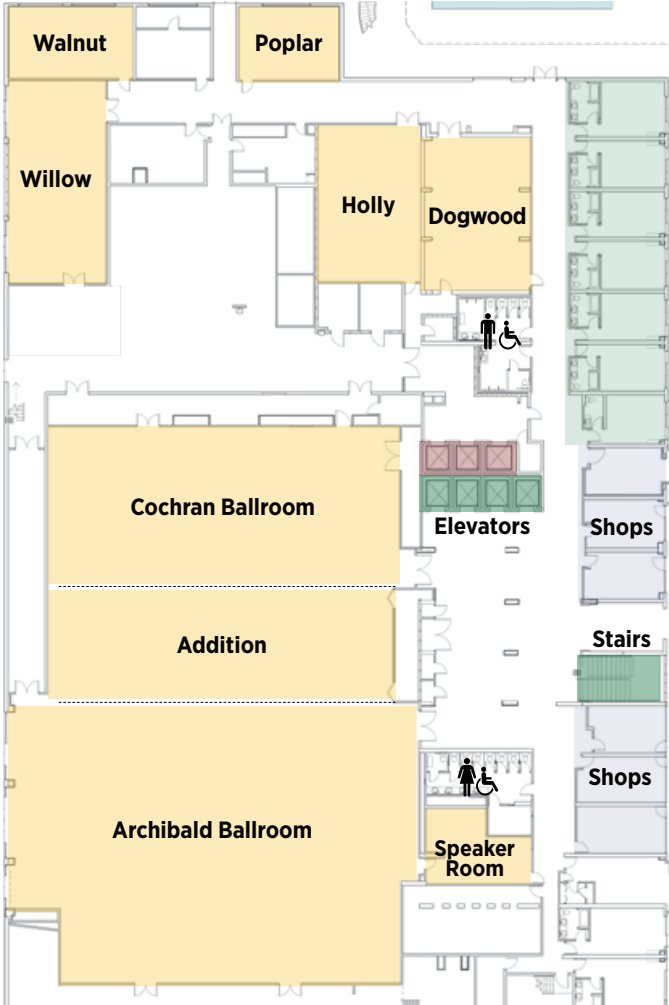
4	<b>Building Community Schools: Centering ESPs in School Transformation</b> Pre-K through High School, Central Office/Districtwide	Dogwood (West Tower)
6	<b>Building Winning Teams: Effective Paraeducator-Teacher Collaboration</b> Paraeducator; Pre-K through High School	Stanley
7	<b>Data-Driven Support for ESPs: Key Findings from NEA's National Survey</b>	McCreary
10	<b>Effective Communications: Be Seen, Be Heard</b>	Clements
14	<b>Fighting Outsourcing, Building Capacity, and Discovering Power</b>	Taylor
15	<b>How an Organizing Mentorship Model Can Expand Your Year-Round Organizing and Bill of Rights Campaign</b> Pre-K through High School, Central Office/Districtwide	Beckham
18	<b>Lead Like an ESP</b>	Sampson
23	<b>Meeting the Needs of the Whole Student</b> Pre-K through High School	Coe
25	<b>My Voice, My Choice, My Union!</b>	Carroll Ford
27	<b>NEA PAC: Amplify Your Voice, Don't Be Silent</b>	Brown
28	<b>News You Can Use From The School Nurse's Office</b> Pre-K through High School, Central Office/Districtwide	Morrow
29	<b>Organization Strategies to Recruit, Retain, and Engage Members</b> Pre-K through High School, Central Office/Districtwide	Nunn
30	<b>Organize with rESpect: How to Build a Strong ESP Voice and Increase Engagement</b> Pre-K through High School, Central Office/Districtwide	Segell
33	<b>Running for School Board: The "How" and "Why"</b>	French
36	<b>Sticks and Stones: Understanding Implicit Bias</b>	Stopher
39	<b>The 411 of Sign Language Interpretation and Collaboration in the Classroom</b>	Wilkinson
40	<b>The Fight for a Living Wage: Leveraging Your Budget in ESP Contract Negotiations</b> Pre-K through High School, Central Office/Districtwide	Breathitt
44	<b>Who Are We? Educator Unions and Social Justice</b>	Jones

# The Galt House Hotel MAP

## WEST TOWER SECOND FLOOR



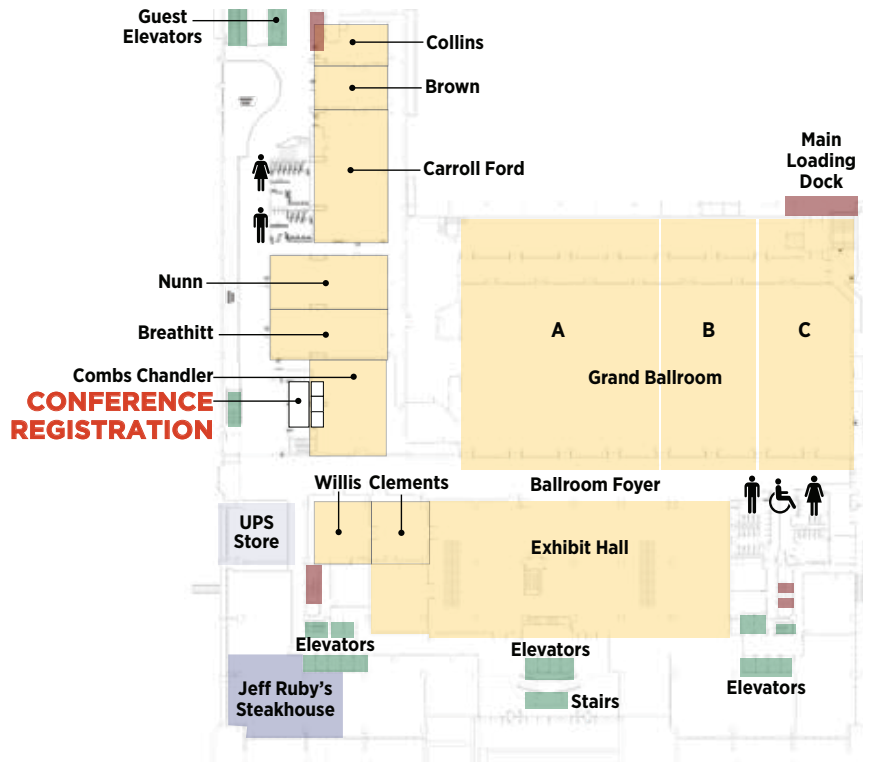
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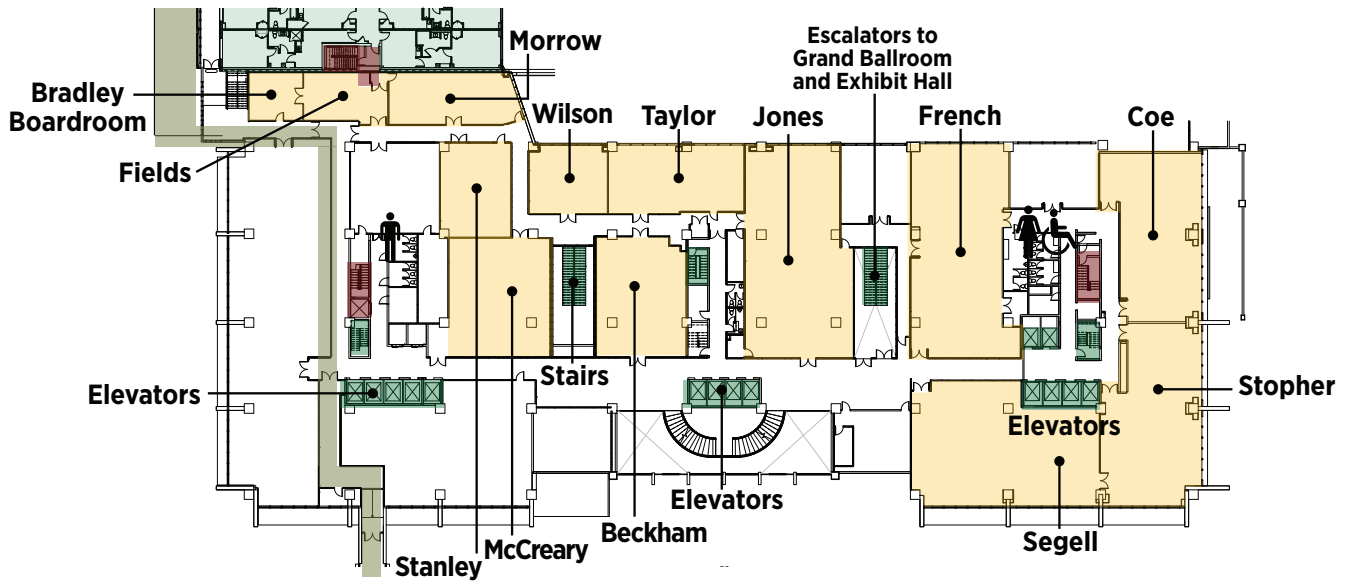
### EAST TOWER FIRST FLOOR



### EAST TOWER SECOND FLOOR



### EAST TOWER THIRD FLOOR



# NEA ESP of the Year Award Banquet

**Saturday, March 22 - 6:30-9:00 pm ET**

Join us to honor and celebrate the 2025 NEA ESP of the Year nominees!

**Highlights of the event include:**

- Keynote address from NEA President Becky Pringle
- Remarks from 2024 NEA ESP of the Year Jen Bramson
- Announcement of the 2025 NEA ESP of the Year

Share photos and words of  
congratulations to your state's  
nominee on social media! **#ESP2025**

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

**nea** *Member  
Benefits*



# 2025 NEA ESP of the Year Nominees

**ALABAMA**



Andrea Qanadilo Shepard

**ALASKA**



Fanta Lee-Sankoh

**ARIZONA**



Debbie Stiltner

**ARKANSAS**



Satarria Williams

**CALIFORNIA**



Steven Acosta

**COLORADO**



Veronica Martinez

**DELAWARE**



Cassie Queen

**FEDERAL**



Alesia Gladden

**FLORIDA**



Marjorie Murillo

**IDAHO**



LiseAnn Mills

**ILLINOIS**



Amy Evans

**IOWA**



Marci Goulette

**KANSAS**



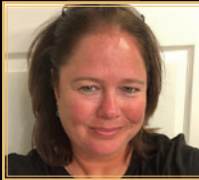
Patsy Murphy

**KENTUCKY**



Marcie Viox

**MAINE**



Jen Cooper

**MARYLAND**



Meghan M. Anderson

**MASSACHUSETTS**



Karen Torres

**MICHIGAN**



Laura L. Shattuck

**MISSISSIPPI**



Derrick A. Woodall, Sr.

**MISSOURI**



Sarah Smythe

**MONTANA**



Britten Postma

**NEW JERSEY**



Mark Richards

**NEW MEXICO**



Abril Perea

**NEW YORK**



James Chaney

**NORTH CAROLINA**



Beryl Torrence

**NORTH DAKOTA**



Laurie Mahrer

**OHIO**



Cheryl Williams

**OKLAHOMA**



Jackie Phillips

**OREGON**



Patti Lawrence

**PENNSYLVANIA**



Becky Marszalek

**RHODE ISLAND**



Christine Alves

**SOUTH CAROLINA**



Donna J. Randells

**TENNESSEE**



Jordan Fuqua

**TEXAS**



Novella McGinnis

**UTAH**



Andy Markus

**VERMONT**



Linda G. Corliss

**VIRGINIA**



Alyce Holmes Pope

**WASHINGTON**



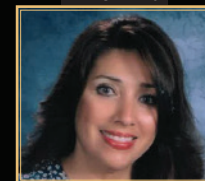
Aimee Bishop

**WISCONSIN**



KoBao Kong

**WYOMING**



Frances Vigil

## 2025 NEA ESP of the Year Finalists



### Amy Evans

Title I Intervention Reading Assistant  
Canton Union School District #66, IL

"I am the first person students see in the building. I unpack their invisible backpacks every day, building trust and relationships."



### Beryl Torrence

Assistant Director of Operations-Transportation  
Kannapolis City Schools, NC

"The bus driver is the first to recognize what type of mood their students are in. These moments matter. My smile and greeting are an open invitation for them to share and for me to possibly turn their day around."



### Becky Marszalek

Instructional Paraprofessional  
Avonworth School District, PA

"I view each student as an individual of immense potential, cultivating significant growth in their confidence and self-worth. This approach leaves them with a lasting sense of joy that motivates continued learning with an optimistic outlook in the years ahead."



### Andy Markus

Assistant Facilities Manager  
Canyons School District, UT

"From cleaning up the grounds to mentoring students, my work goes beyond maintaining a building—it's about fostering a community where students and staff feel proud to be."



### Alyce Holmes Pope

Family Services Specialist  
Fairfax County Public Schools, VA

"The services I provide enable parents to develop the knowledge and skills to access resources and advocate for their children and families now and in the future."

# NEA ESP of the Year Award Recipients



**Jen Bramson**  
2024 NEA ESP of the Year

- 2024** Jen Bramson, Utah
- 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 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 award is presented by NEA and NEA Member Benefits.

The NEA Representative Assembly approved the ESP of the Year Award in 1991. Learn more at [nea.org/espoty](https://nea.org/espoty)

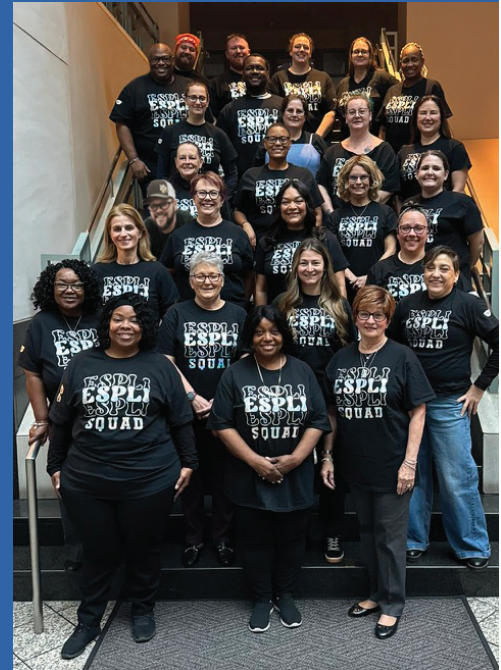
## Congratulations to the ESPLI Class of 2025

Sonja Kennedy, Alabama  
Judith Lea, Alabama  
Tennyson Thomas, Alabama  
Stephanie Butte, Alaska  
Josh Girard, Alaska  
April Johnson, Alaska  
Jennifer Tracy, Arizona  
Magan Ramirez, Delaware  
Alesia Gladden, Federal  
Stephanie Jessee, Florida  
Samuel Reddick, Florida  
LiseAnn Mills, Idaho  
Rashida Bonner, Illinois  
Lisa Embrey, Illinois  
Cheryl Walker, Illinois  
Lisa Diegel, Maryland

Tina Mansfield, Massachusetts  
Lois Yukna, New Jersey  
Margaret Dalton-Diakite, New York  
Kathy Hale, Oklahoma  
Delores Scales, Pennsylvania  
Keila Carvalho, Rhode Island  
Andy Markus, Utah  
Brandon Wolf, Utah  
Carmel Quinn, Vermont  
Ivis Castillo, Virginia  
Danielle Jones, Virginia  
June Prakash, Virginia  
Sara Rowe, Washington

Class Motto: Courage. Commitment. Integrity.

Class Song: Higher Ground, Stevie Wonder



### IN LOVING MEMORY

ESPLI Class of 2025 Member  
Matthia (Thia) Kelsey, Kansas



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 April 2025. Learn more at [nea.org/espli](https://nea.org/espli)

One job  
should be  
enough.

EDUCATION SUPPORT PROFESSIONALS  
[nea.org/ESPBillofRights](http://nea.org/ESPBillofRights)



**Bill  
of  
Rights**



# 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.



# ¡Únete al movimiento por un salario digno, la equidad y el rESPeto al personal de apoyo escolar!



#ESPBillOfRights

#ESPDeclaraciondeDerechos • #DeclaracionDeDerechosESP

Los Profesionales de Apoyo Educativo (ESP) son fundamentales para el éxito de las escuelas públicas de nuestra nación. Los líderes educativos y los responsables de la formulación de políticas deben comprometerse a invertir en los ESP, respetando su profesionalismo, y reconociendo sus contribuciones vitales al aprendizaje y bienestar de los estudiantes.

## ✓ **Compensación Justa**

¡Un solo trabajo debe ser suficiente! Los ESP no deberían tener que trabajar en varios trabajos para mantener la independencia financiera. Aquellos que no tienen un contrato completo de 12 meses deberían ser elegibles para beneficios de desempleo durante el verano o el tiempo en que son despedidos o dados de baja.

## ✓ **Reconocimiento y Respeto**

Los ESP juegan un papel vital en el equipo educativo y en la vida de los estudiantes dentro y fuera del aula. Mantienen nuestras escuelas en funcionamiento y a nuestros estudiantes seguros, saludables y listos para aprender todos los días. Merecen ser respetados y reconocidos como profesionales consumados.

## ✓ **Ambiente de Trabajo Seguro y Saludable**

Los ESP merecen un lugar de trabajo seguro y saludable que esté libre de violencia, incluido el abuso físico, verbal y emocional, y libre de exposición a materiales peligrosos. Los ESP merecen protocolos de seguridad claros, suministros adecuados, equipos mantenidos de forma segura, entrenamientos sobre las regulaciones del lugar de trabajo y protección de los denunciantes/informantes.

## ✓ **Seguro Médico Asequible**

Los ESP deben tener acceso a un seguro de salud asequible.

## ✓ **Tiempo Libre Pagado**

Los ESP merecen tiempo libre pagado, incluidos los días personales, los días de enfermedad, permiso parental/cuidador/a y los beneficios de la Ley de Permiso Familiar y Médica (FMLA).

## ✓ **Aprendizaje Profesional y Avance Profesional**

Los ESP merecen un aprendizaje profesional de alta calidad relacionado con el trabajo y oportunidades accesibles para el avance profesional. Los derechos de señoridad (años de servicio) deben protegerse cuando los ESP buscan ascensos y solicitan traslados, y en momentos de despidos o dados de baja.

## ✓ **Carga de Trabajo y Dotación de Personal**

Los ESP tienen derecho a una carga de trabajo que les permita sobresalir en sus puestos asignados. Los ESP merecen tener voz en el establecimiento de turnos con todo el personal, protocolos de trabajo claros y recursos que apoyen sus carreras.

## ✓ **Jubilación**

Los ESP tienen derecho a una jubilación segura. Todos sus años de servicio deben contar para una pensión.

## ✓ **Protección contra la Privatización**

Los ESP deben estar libres de las amenazas de privatización que ponen en riesgo la estabilidad de las comunidades escolares, silencian la voz de los empleados y socavan aún más el valor de los servicios que prestan en sus puestos de trabajo.

## ✓ **Derecho a Negociar**

Los ESP merecen una voz fuerte en su lugar de trabajo que incluya el derecho a unirse a su sindicato/union y abogar por los derechos y protecciones que merecen. La negociación y la promoción garantizan que mejoren el aprendizaje de los estudiantes y mejoren las condiciones de trabajo de los educadores, lo que beneficia a los estudiantes, las escuelas y la comunidad en su conjunto.



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¡Obtenga más información y regístrese para apoyar en

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

O escanee el código QR!



**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](http://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](http://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](http://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](http://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](http://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) to schedule time with NEA staff, and get started on your learning journey.





# ESP Professional Learning Opportunity

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

Thousands of ESPs have taken these courses since they were released in 2024, sign up today for self-paced, independent study online courses!

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 COURSE USER RATINGS

- **Communication** (4.92 out of 5)
- **Cultural Competence** (4.92 out of 5)
- **Organization** (4.82 out of 5)
- **Reporting** (4.83 out of 5)
- **Ethics** (4.84 out of 5)
- **Health and Safety** (4.65 out of 5)
- **Technology** (4.65 out of 5)
- **Professionalism** (4.86 out of 5)

Data reflective as of January 2025.

### GET STARTED

1. Scan the QR code and skip to step three or visit NEA's Professional Excellence Portal [neapartnera.learnupon.com](https://neapartnera.learnupon.com).
2. Under "Topics and Delivery Methods" select "Education Support Professionals" and click "search."
3. Add the course(s) you wish to take to your cart, login or create an account, and check out!



*"I'm going to recommend this for our paraeducator team training in the fall!"*

*"The articles, videos, and links were extremely helpful in connecting the expectations of communication in schools today."*



### QUESTIONS?

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



**EDUCATION SUPPORT  
PROFESSIONALS**

**Supporting Our Own  
Through Peer Mentoring**

## 2025 NEA BLENDED LEARNING COHORT

Application opens: **March 21, 2025**

Application closes: **May 12, 2025**

Through online and in-person, group, and individual learning opportunities, **state and local association teams** will come together to learn with others, share resources, build knowledge, and support one another as they build and develop their own unique education support professional (ESP) peer mentoring program.



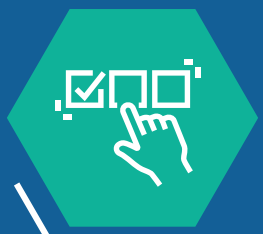
**To learn more, visit: [nea.org/espmentoringworkshop](https://nea.org/espmentoringworkshop)**

# NCESP Welcomes You to the 2025 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](https://nea.org/ncesp)





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# Educators, let's elect the leaders our students deserve.

# PAC



## GIVE. VOTE. WIN!

Give \$20 and you can pick one item from  
our three options. Give \$5 monthly and  
you can pick two!



**ED**  
**VOTES**

Contributions to the NEA Fund are not deductible as charitable contributions. Contributions to the NEA Fund are voluntary and will be used for political purposes. Making a contribution is neither a condition of employment nor membership in NEA, and members have the right to refuse to contribute without reprisal. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without affecting membership status, rights, or benefits in NEA or any of its affiliates. Federal law requires NEA to use its best efforts to collect and report the name, address, occupation, and employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.



# 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, school communities, and unions through relevant ESP-led programs, advocacy, and supports.

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



“Many of us work with students who have diverse needs and that’s why it’s so important that we have access to quality professional learning. We must expand our knowledge so we can implement new techniques and approaches to benefit all our students.”

– Jen Bramson, 2024 NEA ESP of the Year, Specialized Paraeducator, Utah

“After the first year of our ESP mentoring program, we saw a 100% retention rate of new hires. Our mentors and mentees feel empowered and supported by each other and are passionate about retaining high-quality ESPs.”

– Diandra Western, Teaching Assistant, Mentor Coordinator New York

## PROFESSIONAL LEARNING

### 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/espmentoring](https://nea.org/espmentoring)

### 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 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)

### 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)

### 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 union, and network with the largest community of ESPs.

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

## 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, whether in the cafeteria, hallways, and admissions office, or on 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, and influential advocates in your worksites, communities, and at the local, state, and national levels of the union.

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

### 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](http://nea.certificationbank.com/ESP)

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

“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

### 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](http://nea.org/sel)

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

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

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

## ESP ADVOCACY

### 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](http://nea.org/ESPBillofRights)



### 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/espjobsecurity](http://nea.org/espjobsecurity)

## ESP CELEBRATION

### ESP of the Year Award Program

Recognize ESPs for their contributions to student and educator success in their worksites, unions, and communities! Check out the awards program, view your state's nominee, and learn how the ESP of the Year is leading and advocating for ESPs across the country.

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

### NATIONAL EDUCATION SUPPORT PROFESSIONALS DAY

Celebrate ESPs across the country! While NEA recognizes ESPs all year long, we dedicate a special day each year to celebrating ESPs and the important work they do. ESP Day falls on the Wednesday of American Education Week in November.

[www.nea.org/aew](http://www.nea.org/aew)

**SCAN ME!**





National Education Association  
1201 16th Street, NW  
Washington D.C. 20036  
[www.nea.org/esp](http://www.nea.org/esp)