

**EDUCATION SUPPORT PROFESSIONALS:  
“LEARNING FROM THE PAST, BUILDING FOR THE FUTURE”**

**2020 ESP WORKSHOP DESCRIPTORS**

**SESSION I - Friday, April 24 – 9:45 a.m. – 11:15 a.m.**

**SPECIAL EDUCATION - Supporting the Teaching and Assessing of Students with Complex Needs - COUNTS TOWARD PARAPROFESSIONAL TRAINING HOURS FOR CHAPTER 14 (with District approval) AND/OR ACT 48**

The goal of education is to give students the skills needed to be as independent and self-sufficient as possible, based on the circumstance. This presentation explores the roles and responsibilities of the paraeducator in moving that goal forward.

**Enforcing Contracts/Grievances**

This session will focus on policing and enforcing your contract. We will explore when a grievance should be filed and what is a grievance and what is not.

**Functional Procedural Justice for the Local Association**

As a local leader you are probably asked multiple times how a decision was made, who made it, and why was the decision made the way it was. What your members are really asking is “What Procedural Justice exists in my local?” This session will focus on the functional definition of procedural justice and how can you as a local leader ensure that procedural justice within your local is occurring. We will look at the areas of bargaining/negotiating, internal Association elections/decision making, PACE, and communicating with members in a way that encourages conversation, transparency, and increased member engagement.

**Organizing/Assessing Your Local**

Is member participation in your local lacking? Do you have non-members you would like to convert to members? In this session, we’ll focus on how you can engage members in your local through one-on-one conversations, local committee building, community outreach and more! Use these tools to strengthen your local association’s solidarity.

**Workers’ Comp/FMLA/Disability**

Come to this sessions to get find out answers to frequently asked questions regarding Workers’ Compensation, FMLA (Family Medical Leave Act), and Disability Insurance. Taking such leave can impact your pay and you should know how.

**SESSION II - Friday, April 24 – 1:00 p.m. - 2:30 p.m.**

**SPECIAL EDUCATION - Educator Social and Emotional Learning/Self-Care - COUNTS TOWARD PARAPROFESSIONAL TRAINING HOURS FOR CHAPTER 14 (with District approval) AND/OR ACT 48**

Working in the education setting today is tough, even when we love it! This session explores the ways in which you can approach your critical role and consider the self-care needed to persevere.

**Grievance Remedies**

This session will focus on potential arbitration awards that arise from a grievance. We will discuss what can be awarded as a result of a successful grievance, what may not be awarded, and possible settlements.

**Preparing for Bargaining & ESP Best Practices for Wages**

This session will address two critical bargaining strategy questions: 1) How can my local prepare for bargaining the smart way? 2) What are the best practices for bargaining wages? First, we will discuss the basic steps to take when preparing for bargaining including data collection, team selection, and notifications. We will then go into depth about one of the most important bargaining issues for our members – wages! We will talk about what to avoid and what to strive for in order to maximize earnings for your members when bargaining wages.

### **Mobilizing the Community/Grants**

While the strength and solidarity of your membership is extremely important, building connections with your local community should not be overlooked! Mobilizing the community to support public education and your local association can be critical when faced with outsourcing threats and difficult negotiations. We'll discuss ideas for building these relationships as well as grants available to assist your local in the process.

### **How to Run a Meeting**

Do you have difficulty getting members to meetings? Do your local meetings get out of control? Do you want to learn how to run an effective meeting? This workshop will provide background and practical tools/experience on how efficient meetings should run.

## **SESSION III - Friday, April 24 – 2:45 p.m. - 4:15 p.m.**

### **Show me the Money - Member Benefits**

This session will cover available member benefits from PSEA and NEA. Taking advantage of these benefits can help members save a hundreds or thousands a year. You can definitely save more than you pay in dues each year. Come to this session and find out what you may be missing out on.

### **Investigative Meetings, Loudermill Hearings and Your Rights**

This workshop will address members' rights during investigative meetings and *Loudermill* hearings while providing tips for dealing with issues related to these encounters.

### **ABCs of Health Care**

Healthcare is the hot topic at the bargaining table, second to wages. It is crucial that you understand the "language" of healthcare and the latest trends influencing what happens in negotiations. Join us to learn the down and dirty in terminology as well as ways you can protect your membership when bargaining healthcare.

### **Communications/Campaigns**

How many times do we look back at a situation and realize that improved communications throughout the process could have alleviated undue issues and stress? "Internal" local communication and "external" public relations communication should be clear and calculated. In this session, we'll discuss various media options to guide our message.

### **You're going to need a BIGGER MAILBOX**

One of the challenges faced by new president is the deluge of mail coming in from various PSEA and NEA sources. This session will help make sense of all the mail, give you tips on how to get organized, and how to manage all the meetings suddenly popping up on your calendar. By effectively triaging your mail and your calendar, you can get the most benefit from the resources available and cultivate new leaders as well. This session is open to all participants.

## **LARGE GROUP SESSIONS - Saturday, April 25 - 8:45 a.m. - 10:00 a.m.**

### **Professional Development for ESP**

This interactive session will focus on professional learning for ESP members. We will briefly review current offerings from the Center for Professional Learning provided by NEA and PSEA. We will then turn to members to determine your needs and interests moving forward. This session that will allow PSEA to gather data and information for future planning of in-person as well as on-line opportunities. Please plan to come and share your ideas with us!