

OEA-KEA Joint
rESPect 2017

Better Together

Education Support Professionals

Working to Make the Needs of the Whole Child the Priority

June 17-18, 2017

Ockerman Middle School, 8300 US Hwy 42, Florence, KY 41041





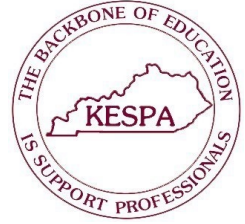
OEA-KEA JOINT 2017 **rESP**ect CONFERENCE

Better Together

Education Support Professionals

June 17-18th, 2017

Ockerman Middle School, 8300 US Hwy 42, Florence, KY 41042



Saturday June 17th

Pre-Conference Professional Development:	8:00 a.m. to 12:00 p.m.
Conference Registration:	10:00 a.m. to 12:00 p.m.
Conference:	12:00 p.m. to 5:00 p.m.

Sunday June 18th

Conference:	9:00 a.m. to 12:30 p.m.
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The OEA and the KEA are proud to announce the Joint 2017 **rESP**ect Conference: “Better Together”. After ESP leaders from both states met and discussed the idea of this joint conference, the NEA generously funded this venture. The concept for the conference centers around the idea that if we create opportunities to engage our ESP members in meaningful ways throughout the entire school year, holding intentional conversations and developing relationships, we will better understand their values and interests. We can then design programs and supports to meet our members’ and their students’ needs, thereby establishing OEA/KEA as a relevant and visible professional union. This conference will assist your local to develop locally based strategies to engage members and stakeholders to create stronger locals. Avenues explored will include membership engagement, the whole student approach and working with coalitions and community partnerships. We are asking locals to attend with at least two members. If you are unable to attend as a team, you will be slotted with someone from another local that is close in proximity to your local.

The conference cost is \$25 to register and covers one night (double) occupancy on Saturday night at either the Hilton or Hampton Inn. If you complete the program (not including pre-conference sessions) you will be reimbursed at the end of the conference, \$100 if you stay overnight or \$50 for driving in. For those wishing to stay an extra night, the cost of the hotel must be funded through your local or your own funds. Pre-Conference Professional Development will also be offered just prior to the conference opening.

Once you register, you will be sent a link for Hotel registration. You will also be sent a packet that includes a local union assessment tool. We are asking attendees to have conversations with local leaders and/or members prior to attending the conference using this tool. This data gathering will structure our team work. At the conclusion of the conference locals will continue the work talking to members by collaborating with either a KEA/OEA staff person or your state ESP coordinator.

To register visit: <https://tinyurl.com/2017ESP>

If you have any questions about the conference, please contact one of the following:

Ohio Education Association

Linda Hofacker

hofacker@ohea.org

937-335-4544 or 1-800-766-1165

Kentucky Education Association

Rosalind Bryant

respect@kea.org

502-696-8904

This conference is made possible with a generous grant from the National Education Association.





OAE-KEA JOINT 2017 *rESPect* CONFERENCE AGENDA



Saturday June 17th 2017

Pre-Conference Sessions: **8:00 a.m. to 12:00 noon**

Registration: **8:00 a.m. to 8:30 a.m.**

Opening session for Pre-Conference Professional Development: **8:30 a.m. to 8:55 a.m.**

Breakout Sessions:

Pre-Conference Professional Development Select one from each time slot (please see descriptions on Page 4)						
9:00-10:15	1-A Turning the Heat Down	1B Team Building-True Colors Part 1*	1C Addressing Behavioral Challenges	1D New Opportunities for Custodians	1E Beginner Excel Part 1*	1F Technology-The Good, Bad and Ugly
10:30-11:45	2A Bullying Prevention	2B Team Building-True Colors Part 2*	2C USDA New Food Service Professional Standards	2D Preventing Privatization	2E Beginner Excel Part 2*	2F Active Shooter Training for ESPs

*This course has a Part 1 and Part 2 and both must be selected to participate.

Saturday June 17th 2017

Conference Session:	12:00 p.m. to 5:00 p.m.
Registration and Check-In:	11:30 a.m. to 12:00 p.m.
Lunch and Welcoming Remarks:	12:00 p.m. to 1:00 p.m.
Keynote:	1:00 p.m. to 1:30 p.m.
Foundation for Building Local Capacity:	1:30 p.m. to 2:30 p.m.
Break:	2:30 p.m. to 2:45 p.m.

Breakout Sessions:

Conference Sessions Selection One From Each Time Slot				
2:45-3:45	1A ESSA and ESPs	1B Professional Development as an organizing tool	1C Engaging the Community	1D Decisions Affecting Public Education. Who decides
4:00 to 5:00	2A Advancing the Associations Message	2B ESSA and ESPs	3C Engaging the Community	3D Decisions Affecting Public Education who decides

Sunday June 18th, 2017

Conference Sessions 9:00 a.m. to 12:30 p.m.

The Participants will be split up into groups by local and geographic proximity- Badge will list location and group	
9:00-10:15	Local Assessment Activity
10:30-11:45	Creating a Membership Engagement Plan to build local capacity: Tools and Tips

11:45 p.m. to 12:30 p.m.: Conference Closing-*Boxed lunches will be available*

Pre-Conference Sessions

Saturday June 17th, 2017

Session 1 - 9:00 a.m. to 10:15 a.m.

- A. Turning Down the Heat – The Art of Defusing Conflict: Content:** Bus drivers, cafeteria workers, educational specialists, and custodians encounter children in a variety of hostile and stressful circumstances that are beyond the typical classroom restraints. In such venues, anything can and will happen! Participants in this workshop will acquire skills in assessing potential conflicts and implementing a strategy to defuse it while maintaining the care, welfare, safety and security of everyone involved. In their roles, school support personnel are uniquely positioned to be first responders to students' distress. By the end of this workshop, participants will gain confidence and assertiveness to positively address potential crises.
- B. Team Building-True Colors® Training:** True Colors® is a model for understanding yourself and others based on your personality temperament. The colors of Orange, Gold, Green and Blue are used to differentiate the four central personality styles of True Colors®. Each of us has a combination of these True Colors that make up our personality spectrum, usually with one of the styles being the most dominant. Identifying your personality and the personalities of others using True Colors provides you with insights into different motivations, actions and communication approaches. Using True Colors® you will learn to collaborate and become a high functioning team at both your local and your worksite. True Colors works because it is based on true principles and easy to remember and use – in all kinds of circumstances – from personal relationships to professional success. This session must be taken for both pre-conference slots.
- C. Addressing Behavioural Challenges.** We want all students to succeed academically, behaviourally and socially, but challenging student behaviour can be disruptive and a continued source of stress for ESPs. This session you will learn safe and supportive discipline practices, limiting the use of suspension and expulsion. In this interactive session, you will learn strategies to better address disruptive behaviours and promote a positive environment, whether it is in the class, on the bus or anywhere else that you interact with students.
- D. New Opportunities for Custodians:** Integrated Pest Management trainings available through the IPM Institute of North America provide safe and healthy school environments--a high-priority for communities everywhere. Schools are sensitive environments, in which effective pest management is an essential and critically important. Students and staff spend a major part of their day at school and the environmental standards set, have profound impacts on their health and academic success. Everyone in a school community plays a role in IPM because common human habits may create pest-conducive conditions. This introductory module introduces IPM as a concept, the key elements of IPM and how IPM reduces risk. Learners will also understand the benefits of practicing IPM and how members of the school community all have IPM roles and responsibilities. Learners will understand how to perform the basic steps in an IPM program, such as pest monitoring, inspection, reporting, identifying conducive conditions and avenues of pest entry. Key pest groups and the signs of infestation will also be covered in this lesson. On successful completion of this course, you will be eligible for a Certificate of Completion from IPM.

- E. Beginner Excel:** Everyone could benefit by learning how to make and alphabetize lists, balance a checkbook, make a personal or local membership address book. What am I looking at when I open Excel for the first time? Explanation of Column / Rows and how referencing works. Navigating Excel, knowing where you are in the spreadsheet, and the 'name box'. Overview of sheets including adding, deleting, and renaming; explanation of basic formulas; formatting options including bold/underline, alignment (e.g. centering), and creating borders. Limited to 10 per session. This is a full day class; members must sign up for both sessions for this class.
- F. Technology - The Good, Bad and the Ugly:** This session will cover Cyber Security, Facebook Settings, Email, Technology Tips and Tricks, Google Docs and more. With technology becoming ever present in our everyday lives, learn how the various types of on-line presence can impact your work life.

Session 2 - 10:30 a.m. to 11:45 a.m.

- A. Bullying Prevention - It Starts with ESPs:** ESPs are in a unique position to combat the bullying that has become endemic to schools. [According to the NEA report, "Nationwide Study of Bullying: Teachers' and Education Support Professionals' Perspectives,"](#) 91% of ESPs think it is their job to intervene in instances of bullying and harassment, and research is just beginning to show how vital they are to making schools bully-free. In this session you will learn hands on techniques for recognizing and intervening in situations where bullying may occur.
- B. Part II. Team Building-True Colors® Training:** True Colors® is a model for understanding yourself and others based on your personality temperament. The colors of Orange, Gold, Green and Blue are used to differentiate the four central personality styles of True Colors®. Each of us has a combination of these True Colors that make up our personality spectrum, usually with one of the styles being the most dominant. Identifying your personality and the personalities of others using True Colors provides you with insights into different motivations, actions and communication approaches. Using True Colors® you will learn to collaborate and become a high functioning team at both your local and your worksite. True Colors works because it is based on true principles and easy to remember and use – in all kinds of circumstances – from personal relationships to professional success. This session must be taken for both pre-conference slots.
- C. New Food Service Professional Standards-USDA**
In this session, you will be able to ask questions and get answers to the new school Food Service Professional Standards. A review of the new standards will include, who is covered by the new rules, how much training is required, do the rules create educational requirements for being hired as a food service ESP and more!
- D. Preventing Privatization**
For many NEA ESP members, privatization is another word for FIRED! Privatization, or "contracting out," is part of a broad campaign that seeks to transfer many parts of our community life, including the delivery of education services, into the hands of private, for-profit corporations. In many ways, the pushes for school vouchers and charter schools are parts of this same movement. While all of education is targeted by the privateers, ESP jobs are particularly at risk. Privatization is a threat to public education, and more broadly, to our democracy itself. In this session, you will learn strategies for prevention as well as ways to educate the community on the real impact of privatization.

- E. **Part II-Beginner Excel:** Everyone could benefit by learning how to make and alphabetize lists, balance a checkbook, make a personal or local membership address book. What am I looking at when I open Excel for the first time? Explanation of Column / Rows and how referencing works. Navigating Excel, knowing where you are in the spreadsheet, and the 'name box'. Overview of sheets including adding, deleting, and renaming; explanation of basic formulas; formatting options including bold/underline, alignment (e.g. centering), and creating borders. Limited to 10 per session. This is a full day class; members must sign up for both sessions for this class.
- F. **Active Shooter and School Safety Training:** Assistance in identifying behavior to look for. How best to react and protect yourself, your Please make sure you indicate your top four choices of sessions on the attached application and we will do our best to accommodate your choices based on class size availability.

Conference Sessions

Saturday June 17th, 2017

Session 1 - 2:45 p.m. to 3:45 p.m.

- A. **ESSA and ESPs:** Every Student Succeeds Act (ESSA) gives paraprofessionals and “other staff” a voice in key decision making and professional development opportunities. In keeping with the Whole Student model of education, you will learn how advocates can make a case that in sections where “other staff” is referenced, they should be given consideration.
- B. **Professional Development as an Organizing Tool: Educational Support Professionals** Professional development programs should provide equal opportunities for support professionals to gain and improve the knowledge and skills important to their positions and job performance. In addition, locals should be advocating that ESPs have a decisive voice at every stage of planning, implementation, and evaluation of these professional development programs. Student achievement depends on supporting and educating the whole student. To have high standards for students, there must be high standards for the staff members who work with them. In this session, you will learn how to assess what, if any, resources already exist in your school district for professional development. You will also learn how to identify professional development opportunities sponsored by your local and state affiliate based on feedback from members. Providing professional development will be just part of one tool available for keeping members engaged and committed to their union.
- C. **Engaging the Community:** The NEA, OEA and KEA believe that schools should encourage and engage parents, business and outside stakeholders to create supportive communities of learning. Your job as an education support professional has grown more complex, more challenging, especially as schools have come under added scrutiny and pressure from public education detractors. Parent involvement has always been an important issue, but the way schools and local associations have responded varies widely. Engaging these important communities is critical to improving public education. School improvement efforts have more staying power when parents and community members understand them. Failing to involve all community members in decisions affecting public education often results in apathy, distrust or confrontation.

In order to create more effective schools, you will learn to take community engagement as a core part of the work of your local association and learn how to create and develop long-lasting comprehensive outreach plans.

- D. Decisions Affecting Public Education. Who decides?** Whether its school funding, safe schools, healthy environments, student nutrition, professional development opportunities, wages or working conditions; local, state, federal legislators and courts play an important role in creating strong, safe, well-funded schools. In this session, you will learn how each of these legal and legislative branches work to impact the everyday learning of students. Although some members may be reluctant, they can play roles as diverse as writing letters to the editor, lobbying or even running for local office. In this session, you will learn innovative and effective ways of creating opportunities to engage your members in playing an effective role in political action.

Session 2 - 4:00 p.m. to 5:00 p.m.

- A. Advancing the Associations Message:** As ESPs we play a vital role in educating the whole student. However, we don't spend enough time promoting our key roles. In this session, you will learn how to message the positive role ESPs members play using one-on-one communications, print, social media and video thereby reaching a wide audience including students, parents, legislators and other community stakeholders.
- B. ESSA and ESPs:** See Description in Conference Session 1 A.
- C. Engaging the Community:** See Description in Conference Session 1 C.
- D. Decisions Affecting Public Education. Who decides?** See Description in Conference Session 1 D.

Conference Sessions

Sunday June 18th, 2017

Conference Sessions 9:00 a.m. to 11:45 a.m.

Participants will be split up into groups by local and geographic proximity-Badge will list location and group

Session 1 - 9:00 a.m. to 10:15 a.m.

Local Assessment Activity: In this session, participants will have the opportunity to review and discuss the pre-work done using the local assessment tools provided.

Session 2 - 10:30 a.m. to 11:45 p.m.

Creating a Membership Engagement Plan to build local capacity: Tools and Tips - In this session, incorporating the skills and professional development received at the conference, participants will learn how to create a sustainable membership engagement plan to use at their home locals. This planning time will result in a locally based strategy to engage members in the work and goals of the Association.

Lunch - 11:45 a.m. to 12:30 p.m.

Lunch, report out and Conference Closing-Certificates, \$50/\$100 grant for those completing the course.