

ESP ACT CONFERENCE

Lead! Organize! Inspire! ACT II

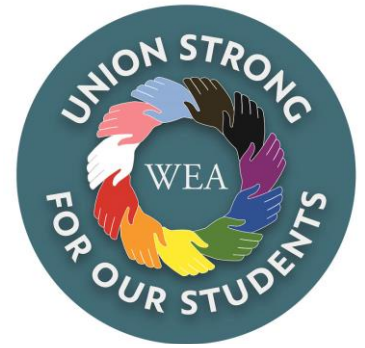
ESPs, you are the heart of our educational system! We invite you to participate in this year's annual ESP ACT Conference taking place on October 25th and 26th, 2019. With the success of last year's conference, we have decided to offer this as a **free** event this year and will retain the format as well as the theme. Friday night begins with a pre-conference dinner and keynote speaker at the event location, followed by an after-dinner reception at the nearby La Quinta Hotel for those who wish to continue the festivities. Saturday includes the full conference program and you will have the option to select from three exciting tracks:

- **Leadership:** The NEA Leadership Competency Framework can support growth along the Professional Growth Continuum. This all-day session will allow participants to self-assess their current set of leadership competencies, determine strengths and weaknesses, and create an individual plan with an identifiable pathway to determine what additional training or experiences they need to achieve the goals in their plan.
- **Organizing:** You will develop your story of self, acquire skills and knowledge about how to organize and build power in your local. In the afternoon, you will doorbell for two school board candidates in the Federal Way area who have been advocates for public school employees, [Dr. Jennifer Jones](#) and [Luckisha Phillips](#). Both candidates filled vacant school board positions in the recent past and have been strong advocates for public school employees and students. They are running for new terms and need our support. If you feel passionately about public education in Washington state, this is a great way for you to make a difference. Advancing educational opportunity and equity for all students is the most pressing need facing our state right now, and the top issue for voters. We are looking for passionate, hard-working ESPs to be part of our effort. If you are up for the opportunity, choose this track.
- **Professional Development:** More than 20 courses are available, and many are eligible for clock hours. Participants will select two three-hour sessions (one in the morning and one in the afternoon) OR one six-hour all-day session in this track.

Registration closes October 15th, 2019

WEA members who carpool with other members to the conference from **50+** miles away may be eligible for mileage reimbursement and lodging, double- occupancy, for the night of October 25th.

[Click Here to Register!](#)



Friday, October 25th

Agenda

5:00 pm-6:00 pm **Registration**

6:00 pm-7:00 pm **Dinner**

7:00 pm – **Matthew Powell,**
NEA ESP of the Year

7:30-8:30 pm - **Networking Discussion**

Saturday, October 26th

Agenda

7:30 am-8:30 am

Registration and Breakfast

8:30 am-8:50 am **Welcome**

9:00 am-12:00 pm **Morning Sessions**

12:00 pm - 1:00 pm **Lunch**

1:00–4:15 pm **Afternoon Sessions**

LOCATION

Federal Way High School
30611 16th Avenue South
Federal Way, WA 98003

REGISTRATION DEADLINE

October 15th, 2019

QUESTIONS?

Contact: Sheila Beaver
sbeaver@washingtonea.org

If you are interested in the Leadership track, select this ALL-DAY course:

NEA Leadership Core Competencies (AM & PM, no clock hours) - ESP leaders who understand their leadership not only enhance the capacity of their association, they can also use those new skills to become better professionals, regardless of the job family. For ESPs, gaining new skills has a residual impact on the students, families, and communities where they work, all of which provides an opportunity to discuss why the NEA Leadership Competency Framework is valuable and can support growth, along the Professional Growth Continuum. The session will allow participants to self-assess their current set of leadership competencies, determine strengths and weaknesses, and create an individual plan with an identifiable pathway to determine what additional training or experiences they need to achieve the goals in their plan. *Ideal for ALL ESP job categories*



If you are interested in learning more about organizing, select this ALL-DAY course:

Organizing & doorbelling (AM & PM, no clock hours) - The morning portion of the all-day Organizing Track will teach you about the story of self, organizing in your local and the power of political organizing. In the afternoon, you will doorbell for two school board candidates in the Federal Way area who have been strong advocates for public school employees, [Dr. Jennifer Jones](#) and [Luckisha Phillips](#). If you feel passionately about public education in Washington State, this course offers great ways for you can make a difference. *Ideal for ALL ESP job categories*



If you are interested in Professional Development, you will select one 3-HOUR morning and one 3-HOUR afternoon session, OR select one all-day 6-HOUR session:

Select one (1) three-hour (3) MORNING session:

NEW Transportation 101: How to Get Your Kids Safely to School (AM, no clock hours) - Most of us are familiar with the song "The Wheels On The Bus," but what do we really know about the bus and student safety? This course will give you interactive information on how to assist your students in having a successful bus ride. Objectives: participants will acquire the information necessary to ensure safety and security for students, drivers and parents before, during and after school-related bus rides.

NEW Technology (AM, no clock hours) - Have you ever wondered how to do that extra special project in the Microsoft Suite? Well then, this class is for you! Participants will learn how to use the tools of Word, PowerPoint and Publisher to their advantage, and impress everyone from the student to the principal. **Laptop with Excel installed required.** *Ideal for Clerical Services & Paraeducators*

Financial Wellness 101 (AM, no clock hours) - We all know that our overall health is greatly impacted by our financial matters and some of the biggest underlying causes of health problems. These stresses can cause issues beyond the immediate to include family and even one's ability to do his/her job. Get basic personal financial tips and tools regarding budgeting, goal setting, savings and investing, retirement planning, credit management and credit scores. If you are interested in learning more about taking control of your financial life, this class is good for you. *Ideal for ALL ESP job categories*

Front Office Management (AM, no clock hours) - Feel like you are on the front line? Feeling stressed and overwhelmed when you enter your workspace while dealing with long lines of students and parents before and after the bell rings? This session will help you set your priorities and organize your day while tackling many outside interferences. With a group discussion you will find out what is working and what is only adding to your frustration. *Ideal for Clerical Services & Paraeducators*

NEW! Maintenance & Safety (AM, no clock hours) - This course will offer information on classroom organizing and setup for safety and cleaning. We will be reviewing and explaining standard maintenance of classroom and custodial equipment. There will also be a review of the communication between building staff and custodians and the critical importance of both. Understanding custodial operating procedures to help enhance those in that field. Most importantly, you will leave this training knowing how to better work with all building staff to create a healthy, clean, and a safe learning environment for all. *Ideal for Custodial & Maintenance Services*

Microsoft Excel for Beginners (AM, no clock hours) - Covers introductory Excel skills, focuses on using the toolbar, working with simple formulas, and entering, sorting and formatting data. This class is for you if you only know how to open Excel and enter data into a work- sheet. This course is designed for Windows users, but Mac users are welcome. Laptop with Excel installed required. *Ideal for Clerical Services & Paraeducators*

Microsoft Excel for Intermediate (AM, no clock hours) - This class covers basic intermediate Excel skills, focusing on formulas for manipulating text, formulas for calculation, and linking worksheets. This class is for you if you can enter, sort and format data in Excel, but have little experience using formulas. This course is designed for Windows users, but Mac users are welcome. Laptop with Excel installed required. *Ideal for Paraeducators & Clerical Services*

Paraeducator Certification: Communication Strand (AM, 3 clock hours) - Participants will gain an understanding of essential communication strategies, conflict management, conflict resolution and how to effectively work in a team environment. This course is designed to help enhance collaboration and communication between paraeducators and other applicable stakeholders that will enhance student success and achievement.

NEW Using Restorative Justice Practices in Education (AM, 3 hours) - Though this course, participants gain an understanding of restorative justice practices that can improve educational outcomes for students. Restorative justice, which is based on respect, responsibility, relationship-building and relationship-repairing, focuses on mediation and agreement rather than punishment. Using restorative justice practices, educators can help keep students in school and create a safe environment where learning can flourish.

and

Select one (1) three-hour (3) AFTERNOON session:

Building Winning Teams (PM, no clock hours) - This training will address roles and responsibilities, the characteristics of effective teams, communication, conflict management, and problem-solving. Further, participants will examine how generational differences and various communication styles can affect the teaming process. Participants will learn about the collaborative problem- solving process and practice applying problem solving skills to a variety of scenarios. Teams will identify a problem or challenge that they want to improve upon and develop an action plan around that problem/challenge to implement after the training. *Ideal for Paraeducators*

Financial Wellness 101 (PM, no clock hours) - We all know that our overall health is greatly impacted by our financial matters and some of the biggest underlying causes of health problems. These stresses can cause issues beyond the immediate to include family and even one's ability to do his/her job. Get basic personal financial tips and tools regarding budgeting, goal setting, savings and investing, retirement planning, credit management and credit scores. If you are interested in learning more about taking control of your financial life, this class is good for you. *Ideal for ALL ESP job categories*

Bargaining ESP Issues (PM, no clock hours) - Many people imagine that collective bargaining is a mysterious ritual in which cigar-chomping big wigs and thugs sit in a smoke-filled back room, pounding the table with their fists and cutting secret deals. The reality of the bargaining process is very different. In this session, you will learn how bargaining is the means by which ESP members can have an equal voice with management and help to shape a future with reasonable pay and working conditions. You will learn how bargaining works, your rights under the law, the conditions that can be controlled through your contract, and how you and your local can build the strength to be successful at the table. *Ideal for ALL ESP job categories*

NEW Microsoft Excel – Advanced (PM, no clock hours) - This class focuses on advanced skills of data analysis using detailed formulas, functions and conditional formatting; organizing and analyzing data and tables using basic charts and pivot tables. This class is for you if you have mastered the skills at the Beginner and Intermediate levels. This course is designed for Windows users, but Mac users are welcome. Laptop with Excel installed required. *Ideal for Paraeducators, Clerical Services & Business Support Services.*

Your Best You - Stress Management (PM, no clock hours) - Energy waning? Feeling burned out? Forgotten what makes you tick? Spend 3 hours examining what drains and feeds you. Learn skills that will help you find your passions and how to commit to yourself first. Through assessment, reflection and facilitation each participant should be able to identify personal stressors and learn techniques to lessen the stress and find a little joy. Time management, meditation, creative arts, and physical movement will all be covered. *Ideal for ALL ESP job categories*

De-escalation & Behavior Modification for Paras (PM, 3 clock hours) - The de-escalation training is designed to empower para-educators and school staff to address student agitation and escalating behavior and to calm and refocus the behavior back to student learning and time on task. The course teaches educators to understand that behavior is a form of communication and as a result, identify the aspects of escalating behavior, address the escalation, and select the correct response options. Participants will be provided with practical strategies, ideas, resources, and tools to better engage with students during times of escalation. This course is specifically designed for paraeducators by paraeducators but other educators will see the connection to behavior management components in their instructional framework. *Ideal for Paraeducators*

Safety, Bias & LGBTQ (PM, 3 clock hours) - Designed for all school personnel, this unique workshop explores the relationship and commonalities among gender, race, and LGBTQ issues, with an emphasis on enhancing race and gender awareness when addressing LGBTQ issues in schools. *Ideal for ALL ESP job categories*

True Colors (PM 3 clock hours) - True Colors is a training dedicated to building relationship with your colleagues, and the diverse students in the classroom setting. This training creates a foundation for differentiated instruction as well as managing behavioral issues. The information attained from the training helps educators increase student achievement by meeting the diverse needs of our ever-changing student populations. The core of the True Colors system identifies intrinsic values, motivations, self-esteem, sources of dignity and worthiness, causes of stress, communication styles, listening styles, non-verbal responses, language patterns, social skills, learning styles, environmental motivators, cultural appeal, negative mental states, relationship orientation, and ethical behaviors. A True Colors training provides:

- Increased understanding of self and others
- Expanded appreciation for valuing differences
- Communication skill-building
- Avenues for a more harmonious, productive environment
- Easy integration into existing organizational framework and previous programs
- A universal language that accelerates problem solving, increases trust, and reduces conflict

Ideal for ALL ESP job categories

Paraeducator Certification: Equity Strand (PM, 3 clock hours) - Participants will gain an awareness of the legalities, policies, procedure and practices surrounding discrimination and how to respond to such violations. This course is designed to help foster a learning environment that is unbiased, safe and promotes the academic success of all students.

OR

Select one (1) ALL-DAY session:

Students with Autism (AM & PM, 6 clock hours) - This course offers an in-depth look at autism characteristics in areas such as social reciprocity, shared attention, and perspective taking. Attendees learn how these deficits translate into academic, social, motor, communication and adaptive difficulties in schools and communities. This course provides an overview of the various behavioral, developmental and structured teaching approaches as well as a variety of effective classroom strategies to use in serving students with autism. Participants will:

- Examine the definition and characteristics of autism
- Learn successful strategies and interventions for use when serving students with autism in the classroom
- Obtain current and reliable resources focused on meeting the needs of students with autism

Ideal for ALL ESP job categories

Special Education & the Law – ESP Focus (AM & PM, 6 clock hours) - Understanding the Federal and State laws for providing special education programs in our public schools is imperative to ensure the compliant delivery of services to qualified students. This course provides an overview of the rules and regulations required for providing special education services.

Based on WAC 392-172A and specific court cases, instruction provides participants with the tools needed to provide compliant services. Participants will:

- Gain awareness of the definition of Free Appropriate Public Education (FAPE) as it applies to students eligible for special education
- Walk through the IEP process – from referral through IEP development and implementation
- Gain awareness of the law as it applies to least restrictive environment (LRE)
- Know the importance of parent and student participation in all program decisions
- Gain awareness of procedural due process

Ideal for ALL ESP job categories

Behavior Intervention in Your School (AM & PM, 6 clock hours) - This course provides participants with a broad understanding of the what is behind student behavior and looks at successful strategies for teaching appropriate replacement behaviors.

Attendees will have the opportunity to write appropriate individual behavior IEP goals as well as learn the steps for conducting a Functional Behavioral Assessment (FBA) and designing a Behavior Intervention Plan (BIP) based on FBA results. Participants will:

- Learn the difference between discipline and changing behavior
- See and practice effective strategies for student de-escalation
- Examine strategies for re-teaching appropriate behaviors
- Complete a Functional Behavioral Assessment (FBA) interview
- Develop a positive Behavior Intervention Plan (BIP)
- Evaluate the effectiveness of the BIP by collecting student data

Ideal for ALL ESP job categories

