

# ESP Sessions

## 2019 IMRF Updates (ESP Sponsored)

During this session, Bonnie Shadid will provide an update on the 2019 Legislative Session and provide information about how IMRF may be affected. Teyca Anderson will discuss participation requirements, member contributions and your IMRF benefits.

Presenters: Bonnie Shadid and Teyca Anderson.

## CPR/AED Heartsaver Adult/Child/Infant (ESP Sponsored)

Life-saving CPR/AED training taught by current firefighter/paramedics and emergency healthcare personnel. Participants who complete the class will receive a CPR certification card valid for 2 years. Class includes hands-on step by step instruction in assessing for and performing CPR. Class also instructs on using an AED in cardiac arrest situations.

Presenters: Steven Lyons and Todd Gutzmer.

## ESP Bargaining (ESP Sponsored)

Participants will be introduced to what a local and/or team needs to do to get ready to bargain with their school management team. Areas covered will include: forming and preparing a collective bargaining team, applicable laws, methods of bargaining (overview), surveying local members, analyzing available information and research for proposal preparation, preparing proposals, and starting the bargaining process with the management team. Presenter: Jim Dykehouse.

## ESP Emerging Leaders Academy: Tips on Engaging ESP Members (ESP Sponsored)

IEA-NEA Emerging Leader's Academy members will share their experience as the inaugural 2019 class of the IEA-NEA ESP Emerging Leaders Academy. In addition, they will share tips on how to build capacity and engage ESP members.

Presenters: Crystal Bush, Mary Ann Rivera and Leticia Childs.

## Grievance Processing for ESPs (ESP Sponsored)

This session will focus on educating members on how to uphold their contract to enable fair working conditions. Please bring a current copy of your collective bargaining agreement.

Presenters: Natalie Copper and Camille Grant.

## Help! I Need to Create a Budget (ESP Sponsored)

Helping members create a personal budget introducing a variety of method for saving money and budgeting. Here is a list of what will be covered: using the envelope system, zero-based budgeting, irregular income budgets, checking your credit score, best ways to build your credit score, "what can I afford to borrow?", "what is a "shopper's score?"

Presenter: Tom Tully.

## Higher Ed ESP's.....Who Are We and What Do We Do? (ESP Sponsored)

Exploring the membership category of Higher Ed ESP's in IEA and the jobs we do. Presenters: Kimberly McClellan and Dawn Huckelberry.

## If I Knew Then What I Know Now – Retirement for ESP's (ESP Sponsored)

If you are an ESP who is planning on retiring soon or in the near future this session is for you. Learn things about IMRF, Social Security, Medicare etc. that you may find useful to make a smooth transition into retirement.

Presenter: Rosemary Majerczyk.

## Introduction to Sign Language (ESP Sponsored)

Sign language uses manual communication, body language, and facial expressions to express a speaker's thoughts. Although sign language is used primarily to communicate with individuals with hearing loss, it can also be a useful tool for communicating with individuals who are non-verbal or have other communication impairments. While it is impossible to learn it all in a short time, this session will teach basic everyday signs and provide resources for more learning. Presenter: Alison Boyd. (PD Clock Hours = 2)

## Mental Health 101 (ESP Sponsored)

Taking a closer look at the most common mental health issues facing education employees and students. Suggestions for self-care and ways to find support and resources for students and colleagues will be presented.

Presenter: Kimberly McClellan.

## Mentoring Your ESP Members (ESP Sponsored)

Are you interested in starting a mentoring program to support your ESP members? Let us share with you how we support our new employees; introducing them to our district, our union, and help them through their first year.

Presenter: Connie Joniec.

## Positive Mindset & Growth Mindset (ESP Sponsored)

In positive mindset, you will learn how to stay positive in difficult situations. You will be given the tools to have an emotional and mental attitude that focuses on the brighter side of life. In growth mindset you will learn to be the role model that supports the students through daily growth practices.

Presenters: Julie Spaargaren and Debbie Kostick Ciciora.

## Stop Outsourcing Custodial Services! (ESP Sponsored)

Why is it a bad idea to outsource our custodial services? We will discuss how valuable the connections are between custodial staff and the local community and the importance of relationships between children, parents, and staff. Presenter: Juan Ramos.

## Stress Management and Mindfulness (ESP Sponsored)

During this session you will learn tools and techniques for time management, classroom management and practices you can do to regain a sense of calm and balance in the workplace. You will leave with practical, evidence-based tools to use with students and in meetings that will create more ease and flow while managing the increased demands of education professionals. Wear comfortable clothes as we will practice some light yoga. Beginners welcome!

Presenter: Gina Harris.

## Teacher/Para Teams (ESP Sponsored)

This session will cover what makes strong teacher/para teams with strategies for helping make a para feel like a respected member of that team. We will also cover how to help build and maintain the relationship when teamed with a teacher who is new to the experience of working in a classroom with a second adult and how to resolve conflicts between teachers and paras.

Presenters: Kathi Griffin and Kathy Jesuit.

## Teaching Through Game Play (ESP Sponsored)

This session will discuss how game play is an important part of the teaching process and how game play can positively impact social emotional learning. We will teach how to make lesson specific game boards as well as how to make general game boards and adapt them to any lesson using the simplest of materials to create and incorporate game play into the learning environment.

There will be plenty of examples and opportunities to practice/play!

Presenter: Jennifer Lattimore. (PD Clock Hours = 2)

## Team-Building for all Educators (ESP Sponsored)

This session is an action packed, thought provoking workshop that empowers participants with tools for team building. In this session participants will learn to engage others by highlighting strengths and strengthening weaknesses. Everyone will learn how to identify players on a team and how best to utilize them for team success. This session is perfect for any group looking to maximize success in fulfilling its mission. Presenters: Robert Powell and Adrian Vargas.

## The Basics of Applied Behavior Analysis (ESP Sponsored)

Participants of this session will leave this entertaining and interactive discussion armed with a clearer understanding of the basic tenets of Applied Behavior Analysis. In addition, participants will gain knowledge of real life, useable, and proactive interventions that they can immediately put into action. Presenter: Amanda Brott. (PD Clock Hours = 2)

## The Injured School Employee: Rights and Benefits (ESP Sponsored)

An introduction and review of the law governing work related injuries in Illinois. Special emphasis will be placed on real life cases involving custodians, bus drivers, cooks, secretaries, and para-educators.

Presenters: Casey Woodruff and Jay Johnson.

# ESP Sessions-Continued

## **Time to Bargain: Is Your Team Ready? (ESP Sponsored)**

Bargaining can be extremely stressful. Do you have a good team? Is your team ready? Are you prepared? These are some of the questions this training will answer. Included in this training:

- putting your team together
- getting organized
- how to get started
- what you should do before going to the table

You will leave with resources to assist you with the journey as well as the knowledge to put together a cohesive negotiation team. You will also have a better understanding of the different types of bargaining.

Presenters: Debra Ward-Mitchell and Thelma Weaver.

## **Trip Around the World-NEA MB Play the Game of Life (ESP Sponsored)**

Play the Game of Life to learn more about the many money-saving programs available through NEA Member Benefits. Oftentimes members can recoup their dues dollars by participating in these programs. Play, have fun, and win prizes! Presenter: Sandy Hupp.

## **Why Should I Be a Member of the Union? What Do I Get for My Membership Dues? (ESP Sponsored)**

How do I effectively communicate to members the value their membership dues provide? Local memberships are made up of people from various backgrounds and who have a wide range of concerns that are important to them. In this session we will explore various communication strategies and equip you with useful information to take back and share with members to help recruit new members and retain current ones.

Presenters: Jill Scarcelli and Patricia Hendrix.

# General Sessions

## **5 Steps for Launching Your Community Outreach and Engagement Program**

In the movement for great public schools for all, this session will walk you through an NEA planning template that links the assets, values, and visions of your local community, to those of the greater community. This template will assist you in charting a course that not only builds your local's power and capacity, but also builds the external support needed to ensure we have the schools our communities deserve. Presenter: Karen Moore.

## **Building Your Base of Activists Through Workplace Mapping**

Learn and practice how to effectively map and chart out your workplace. This is an exercise that can be useful at any stage of organizing -- whether you're a longstanding committee in the middle of a campaign, or just thinking about how to get started. Workplace maps and charts are excellent visual tools that will help you and your fellow member organizers pool your knowledge to set up a member-to-member network, identify where more building reps are needed, and make the relationships among your members visible. And it's fun! If possible, please bring a map of your worksite and a list of the members who work there. Presenter: Karen Moore.

## **Leveraging Data in Your Locals**

Have you ever wondered why we collect data and what we do with it? Have you ever wondered how to leverage your data in your local or buildings? Have you ever wanted to conduct one-on-ones with your members, but aren't sure where to start? This session will cover everything you need to know about data: how to get access to the data we already have, how to conduct power analyzing in your local in preparation for one-on-ones, and how to track your efforts to ensure your data isn't lost. Presenters: Kelsey Harms and Maria Palmeri.

## **Stronger United: Member Recruitment, Retention, and Engagement**

This training will provide some practical skills to build commitment to the union after the loss of fair share to strengthen our collective action and recruit and engage new members. The focus will be on how to conduct a successful new member engagement campaign and utilize one-on-one conversations to activate and retain current members. This work is part of the broader Stronger United Campaign and NEA's Year-Round Organizing Framework, which we will review within this training. Presenter: Kelsey Harms.

## **Who are the Adversaries of Public Education and How Do They Impact Us and Our Students?**

By attending this session participants will learn the identities of the groups working to undermine public education and public policy at the state and federal levels in favor of privatization of our schools and the diminishment of unions, retirement programs, and benefits. Participants will view and discuss a short video about the history of the formation of these groups, will become familiar with in-depth overviews of many of these groups, and will learn the ways these adversarial groups are intertwined in their funding and goals. After the initial presentation, attendees will discuss and share in their groups the adversaries of whom they are aware at the local and state levels. As the groups share information, participants will create a list of adversaries and the strategies these adversaries use to sway the public to their cause. This list will help to form the participants own plan of action at the local, state, and national levels to share with their members to engage and empower them to take action and stay informed about these adversarial groups.

Presenters: Diane Chapman, Carol Schnaiter, and Janet Kilgus.

# Higher Education Sessions

## Adjunct Faculty Roundtable (Higher Ed Sponsored)

Join other adjunct faculty from across the state to discuss concerns, events, challenges and successes in this open-ended session facilitated by Vivian Zimmerman, Chair of the Higher Education Council and past president of Prairie State College Adjunct Instructors United. Facilitator: Vivian Zimmermann

## Art + Activism: Mastering the Art of Negotiations (Higher Ed Sponsored)

United Staff of Columbia College Toolkit: Learn ways in which your local can combine the creative power of the arts to mobilize members emotionally with the strategic planning of activism necessary to bring about social change in the workplace. Presenter: Oscar Valdez.

## I'm New Here...What Are All of These Acronyms about and What Is a Union? (Higher Ed Sponsored)

Do you attend these conferences and sometimes feel like a fish out of water? Don't worry – you are not alone. We all start somewhere! This session will help you connect the dots between common acronyms of our union, who does what in our organization and how to get more involved. Please bring any question you have about the ins and outs of the IEA and we will be happy to help you figure out where you belong! Presenters: Jill Dupy and Vivian Zimmermann.

## Ice Breakers: Creative Openings for College Classes (Higher Ed Sponsored)

More than for "getting to know each other," ice breakers have specific purposes to help teachers and students learn and interact productively. This workshop will demonstrate many examples of ice breakers for different classroom purposes, including on opening day to the most challenging lessons that students need to master in a given course. Participants are invited to share their favorite ice breakers. Presenters: Jen Wilson and Joseph Fedorko.

## Illinois Race Riots of the Early 1900's and Their Relation to Labor (Higher Ed Sponsored)

In this session we will examine the Chicago race riots of 1919, the Springfield race riots of 1908, and the East St. Louis race riots of 1917. We will discuss the issues that led to the race related violence and the effects on the labor movement. Presenters: Kim McClellan and Arvis Averette.

## Including Intercultural Communication and Cultural Competency in Your Curriculum (Higher Ed Sponsored)

This interactive and hands-on session will present the basic components of an intercultural communication(IC) and cultural competency (CC) class. It will also include methods for creating and delivering the content in a diverse classroom using the Diversity Inclusion Technology Infusion Curriculum model (DITIC). Examples of course contents and curating and delivery techniques for including and facilitating classroom conversations in a diverse classroom centering will be presented. The workshop will feature techniques for curating content and delivering course work on implicit bias and social justice. The participants will be introduced to several technologies and on-line platforms for course content and delivery as well as have an opportunity to develop their own outline and/or content for a DITIC course and delivery.

Presenter: Dr. Loretta Ragsdell. (PD Clock Hours = 2)

## Strategies for Engaging Students in Classroom Discussions (Higher Ed Sponsored)

This session will offer learning strategies and methods that will engage your students and encourage active participation in class discussions. The presenters will suggest tangible techniques for energizing classroom discussions, stimulating your students' curiosity, and sparking a zest for learning. Conducting an in-class "mock trial" will be suggested to enhance literacy, public speaking, and analytical skills. Effectively implemented, these strategies will maximize your students' control over the material and their learning will be enhanced, thereby enabling them to reach beyond their current abilities. Presenters: Michael Pinsof and Beverly Stewart. (PD Clock Hours = 1)

## SURS: This Is Not Your Retirement Planning Discussion, It Is Your Life! (Higher Ed Sponsored)

A panel discussion of SURS issues confronting faculty. The panel is composed of IEA and IFT Presidents discussing the issues related to SURS and potential contract issues. An additional panelist, an annuitant, will

provide insight on how it might take more than a year to start your annuity. Presenters: Dr. Cheryl Thayer, Dr. Brian Smith and Ed Hajost.

## Teaching Incarcerated Students: Closing the Gap Through Partnerships and Persistence (Higher Ed Sponsored)

This presentation explains the social justice potential for students and professors involved in a pilot program that provides college credit opportunities for incarcerated students at the Illinois Youth Center-Warrenville via the College of DuPage. Both institutions are located in the western suburbs of Chicago within COD District #502. The program is a collaboration with two part-time faculty members and a full time faculty member, and it is supported by funding from the College of DuPage Foundation and the Illinois Department of Juvenile Justice. Additional stakeholders involved in the pilot include IDJJ juvenile justice specialists (AFSCME members), IDJJ administrators, Illinois State Board of Education staff, and volunteers from community organizations.

The purpose of this session is to present some outcomes from this pilot and to share information and strategies for other full and part-time faculty interested in teaching incarcerated students.

This pilot program offered 8 students the opportunity to complete 10 general education college credits in literature, speech, study skills, and career exploration. The goals of the pilot program included providing a quality educational opportunity to eligible students at the Warrenville Youth Center, and creating some conditions that could prevent recidivism and enhance future employability for the incarcerated students upon release. Various community colleges and universities throughout Illinois provide college credit opportunities to incarcerated students in state and county facilities, and this pilot used information from those models to develop strategies for scheduling, delivering content, establishing funding, managing placement testing for incarcerated students, and working through transportation, security planning, classroom management, and coordination between all stakeholders. This session will describe practical and theoretical considerations for higher education professionals involved in college-in-prison/jail programs. Presenter: Jackie McGrath.

## Teaching News Literacy (Higher Ed Sponsored)

Critical viewing, listening, and reading have always had a place in our classes and teaching. With the onslaught of fake news and alternative facts, educators and students are faced with a new level of challenge in how to identify what is fact and what is fiction in the media—both the mass media and on social media. Jim will guide participants through real world cases to give educators the tools to better prepare their students to identify the truth from the fake, and the reliable news sources from those pushing propaganda.

The workshop will identify resources from the Radio-TV Digital News Association, Society of Professional Journalists, the Illinois News Broadcasters Association, the News Literacy Project and the Illinois Press Association among others. Presenter: Professor Jim Grimes.

## The Impact of Dual Credit-Panel Discussion (Higher Ed Sponsored)

A discussion on the impact of the Illinois Dual Credit law on contingent, full-time faculty, students, and higher education institutions. Two new laws were passed in 2018 regarding the offering of dual credit. A panel composed of members from IEA and IFT institutions will present ideas. Facilitators: Dr. Cheryl Thayer and Dr. Brian Smith.

## Unionism 101 (Higher Ed Sponsored)

This session will look at the Pullman strike and boycott and the Detroit sit-down strike as case studies. We will look at how both the American Railroad Union and the fledgling Congress of Industrial Unions forged solidarity and national campaigns among disparate workers. We will look at how the the CIO activists made the National Labor Relations Act a living law and consider how those organizing ideas can be applied today. Presenter: Beverly Stewart.

## You Deserve Unemployment! So How Do You Get It? (Higher Ed Sponsored)

This is a discussion regarding the status and filing ability of contingent faculty in Illinois for unemployment benefits. The process is presented with tips regarding the information that make your application appealing and successful. Come join us! Presenter: Charmian Tashjian.

# IEA-Retired Sessions

## #IEAVotes: Using Social Media & IEA Communications Tools for Elections (Retired Sponsored)

This session will dive into the communications tools and resources that IEA offers. Participants will learn about the power of social media and leveraging our communications tools effectively to advocate for our union, our students and our schools ahead of the 2020 elections.

Presenters: Bridget Shanahan and Leslie Strain.

## 2019 Tech Top 10s (Retired Sponsored)

Do you have a favorite tech app, podcast, or website you LOVE to recommend to others? Are you looking for tech recommendations, the latest/greatest, or easy ways to stay in the loop?!? This fun, interactive session will feature the Tech Top 10s – tech apps, tech podcasts, and tech websites – and will allow time for attendees to share their Top Tech and Favorite picks!

Presenter: Kelsey Harms.

## America's First Ladies: The Best, The Worst, and the Strangely Forgotten (Retired Sponsored)

The role of First Lady comes with no job description, no pay, and no written requirements. Yet America's presidential spouses have wielded great influence and have always been subject to intense public scrutiny. In this fascinating illustrated lecture, historian Leslie Goddard, Ph.D., explores which First Ladies have rated highest and lowest or most in between with historians. Who do you think was best or worst? Why were some so vilified? And what might the future hold for the role of American First Lady?

Presenter: Dr. Leslie Goddard.

## How to Maneuver the World of Caregiving (Retired Sponsored)

You may be a daughter, a son or a spouse, a sister or brother, a niece or nephew - or simply a good friend. You may be a caregiver right now, or contemplating it in the near or distant future. A caregiver is someone who cares for an aging, ill, or disabled friend or family member. The person being cared for may live at home with you, with another friend or family member, or in a residential facility. You do what you need to do to help an older family member or friend in need. Maneuvering this world can often be challenging and even frustrating at times, but it can be a very rewarding and loving experience. This session will focus on the details of what is involved: housing options, financial implications, medical needs, legal issues, and emotional support, along with information on how to access available services for both you and your loved one.

Presenter: Lindy Hiatt-Hecox.

## Institutional Racism and Bias (Retired Sponsored)

During this session participants will engage in a circle format discussion and collaboration on institutional racism and racial justice in education as it pertains to educator's personal development of the understanding of unconscious/implicit bias. We will discuss ways to begin having safe, meaningful conversations to create understanding and unity with both colleagues and future students.

Presenter: Gina Harris. (PD Clock Hours = 1)

## Legislative Update (Retired Sponsored)

Comprehensive review of the 2019 Illinois General Assembly Regular Legislative Session. The recap will include information regarding the following:

- The State Budget
- Pensions
- Minimum Wage
- Teacher Shortage Legislation
- Charter Schools
- Driver Education

Q&A will follow as time permits.

Presenter: Sean Denney.

## Mother Jones and Her Support of Unions (Retired Sponsored)

You won't have to close your eyes to imagine Mother Jones is in the room with you! Mother Jones, once was a teacher in a regular children's classroom, became an educator of the common person. She recognized the importance of unions and the necessity for participation in unions to protect jobs, benefits and lives. Mother Jones became involved in the labor movement after the loss of her husband and children. She was a liberated and free spirited woman in the time when women had no place in such activities. She was labeled as the most dangerous woman in America. Our participants will learn the importance of union activity through the life and words of Mother Jones. This lively presentation will leave participants inspired to participate in union activities to help the cause of public education.

Presenter: Loretta Williams.

## Natural Health Solutions with Essential Oils (Retired Sponsored)

This will be an educational seminar on living a healthier lifestyle by learning about natural solutions for stress management, reducing toxins in the work environment and home, feelings of anxiousness, better sleep, improved immune function, managing aches & discomforts and increasing energy and stamina.

Presenters: Lisa Zimmer and Scott Zimmer.

## Retirement Risks: What Do I Need to Know When I Need to Look at Taking Distributions? (Retired Sponsored)

What do you need to know when you get close to 70 and you have to start taking distributions? This session will focus on some of the risks of retirement and what you need to know as you begin to contemplate withdrawing your money at age 70.

Presenter: T.J. Riley.

## Senior Scams: Tips on How NOT to Become a Victim (Retired Sponsored)

This session will include updated information on current scams perpetuated against seniors. We'll discuss consumer fraud, identity theft, and perhaps most importantly, tips on how NOT to become a victim.

Presenter: Skip Gonsoulin.

## Trip Around the World- NEA MB Play the Game of Life (Retired Sponsored)

Play the Game of Life to learn more about the many money-saving programs available through NEA Member Benefits. Oftentimes members can recoup their dues dollars by participating in these programs. Play, have fun, and win prizes! Our focus this year will be on travel benefits and discounts through NEA MB.

Presenter: Sandy Hupp.

## Unions vs the 1% (Retired Sponsored)

Labor unions are the last, best hope for the middle class. The 1% want nothing more than to silence the voice of the working people, preserve the wealth for millionaires and billionaires and to make it more difficult for everyday people to participate in the political process. But the unions are fighting back! Find out how you can join the fights.

Presenters: Audrey Soglin and Sean Denney.

## You're Retired, Now What? (Retired Sponsored)

So often teachers look forward to retirement with great anticipation. Then the day and year arrives and you are retired, a new school year begins without you, the endless summer break continues. Now what are you going to do? What has been anticipated is now a reality. This session will focus on how to be creative during your retired years, to be involved, to be active. Also discussed will be some problems that can happen to newly retired teachers. New schedules, relationships with those you live with and hold close. Presentation will be lively and quick with opportunities to ask questions.

Presenter: John Meehan