

Higher Education Sessions

Applying an Innovator Mindset in the Classroom

Students in the 21st century face a multitude of challenges and yet students may forget to use their innovation skills to solve such challenges. In this session you are going to learn about the innovator mindset, how to apply the innovator mindset in the classroom, and the benefits students get from applying the innovator mindset.

Presenter: *Dr. Jay Fulgencio*

Bargaining for the Common Good

Can we expand the scope of bargaining beyond wages and benefits to increase our voice in our workplaces and communities? Can collective bargaining engage community allies as partners in developing issues at the bargaining table and joining the bargaining campaign? We will examine recent examples of bargaining for the common good and discuss how we might attempt such strategies in our workplaces. **Presenter:** *Dave Rathke*

Creating Inclusive and Affirming Learning Communities for LGBTQ+ Staff and Students

Everyone should be able to work and learn in educational environments where they feel seen, safe, and supported. You can be an agent of change to promote LGBTQ+ inclusive practices and policies in our schools and on our campuses. In this session we will review key LGBTQ+ vocabulary, examine the importance of pronouns, share best practices to support students or colleagues who are “coming out”, and review practices that will foster inclusivity and affirmation.

Presenter: *Bill Farmer (PD/CEU Hours = 1)*

Higher Education: Gripe vs. Grievance

This session will explore the differences between a gripe and a grievance on our higher education campuses, how to handle disputes when they are not subject to the grievance process, and explain the grievance process for members with issues as well as when members are the subject grievances from students. The session will also explore ways to research, draft, process, and settle grievances. We will explore common policies and procedures at our campuses that impact members and how board of trustee and system level practices impact reporting and resolution of issues. **Presenter:** *Kimberly McClellan*

How to Plan a Winning Contract Campaign

Feel burned out by endless or difficult negotiations? Tired of winning less than you deserve? This session will show you how to plan an organizing campaign that complements your bargaining strategies at the table. This session will be broken into two parts:

- a presentation on how to plan and implement a campaign of escalating actions, including examples of tried-and-true actions
- methods for increasing member involvement and a discussion.

In the discussion portion, two local leaders and the UD who supported their campaigns will discuss how their locals recently won significant raises and more in difficult circumstances, followed by an open discussion among all session participants. **Presenter:** *Dr. Dawn Tefft*

Jill Be Nimble: Augmenting Expectations for Student Success Post-COVID

Students and faculty returned to the classrooms with masks, recent negative test results, and plenty of anxiety. With a cocktail of issues, including student depression and isolation, loss of basic skills, and Zoom exhaustion, teachers faced numerous challenges to educating their students while examining the new version of student success.

This presentation introduces methods of augmenting the expectations for assignments, assessments, and coursework using practical tactics and classroom management for regaining students' interest in education.

Presenter: *Jen Wilson*

Social Emotional Learning-Incorporation Into the Higher Education Setting

Traumatic events, chronic lifestyle conditions, major life changes, and even minor hassles can all cause a stress response. It is typical of individuals to feel aroused, which results in varying physiological responses to adapt to stressors. The prolonged implications of such responses can become harmful. The effect of stressors varies based on personality characteristics and prior life experiences. Effective coping strategies are important to reduce the negative impact of stress. Helping students to adapt positive lifestyle choices as they juggle family, work, and school, may prove to enhance the overall learning and engagement of higher education students. This session will introduce you to the perspective applied to stress, different types of stressors, physiological responses to stress, coping strategies, and practical supports to provide to students to foster a community of learning.

Presenter: *Dr. Katherine Campbell*

Unemployment Compensation for Adjunct Faculty – An Update

Join us for an update on the ongoing efforts to win unemployment benefits for adjunct faculty between semesters (especially during summers). We'll review the legal and bureaucratic hurdles to winning those benefits, particularly the concept of “reasonable assurance”. We'll also consider what has happened in Illinois since the onset of the COVID-19 pandemic as well as efforts in other states and with the U.S. Department of Labor. **Presenter:** *Frank Brooks*



IEA-Retired Sessions

Alphabet Soup: CRT, CRT, and You

With all the controversy happening in the field of education, Critical Race Theory (CRT) is definitely a hot topic! Whereas the other CRT – Culturally Responsive Teaching, is not getting as much attention. Join us to learn what CRT is and isn't and why you should care. **Presenter:** *Sherri Jones (PD/CEU Hours = 2)*

Attacks on Books: Why Now and How to Respond

Between July 2021 and March 2022, PEN America, a free speech advocacy organization, found that books had been banned in 2,899 schools across the country. There are various reasons for the uptick in book bans. In this session we will learn about the reasons and groups behind the current book bans. We will also look at ways that we can fight back against these attacks. You will leave with strategies to use the next week!

Presenter: *Rebecca Gamboa*

Basics of Stock Investing Using Various Apps

This workshop will be the first steps to you taking over your investing future. You will learn about investing using apps such as Stash, Webull, Robinhood etc. We will talk about various investment strategies and review what strategy may be best for you as an investor. **Presenter:** *Dr. Todd Hall*

Caring About Caregiving

Are you finding yourself in a situation where you are currently (or suspect you will be soon) helping to care for an aging, ill, or disabled friend or family member? Are you confused on how to maneuver this experience? Are you feeling overwhelmed by it all? This session is an update to a similar session presented 3 years ago at this same conference. Learn about available community resources, planning, finances involved, types and levels of caregiving, types of housing options that might be considered, legal implications, and pitfalls that can occur without proper planning and preparations. Come join us in this timely discussion. **Presenter:** *Lindy Hiatt-Hecox*

Cyber Security

Let's talk cyber security! This session will cover cyber security basics including: password best practices, types of computer infections and how to prevent them, installing computer software, safe web browsing, email and phishing signs, and some overall best practices and tips to keep you safe and secure online. **Presenter:** *Kelsey Harms*

Empower Yourself! How to Use Active Listening Skills to Have Courageous and Difficult Conversations About Race

As educators/union members we need to empower ourselves and advocate for change as we continue our journey for racial and social justice. Join members of the IEA-Retired Racial and Social Justice Committee as we view videos and model difficult and courageous conversations on issues relating to racial and social justice. Through our discussions participants will be able to:

- Participate in interactive simulations using active listening skills
- Practice how to have courageous and difficult conversations about race with members of the committee facilitating both individual and group activities.

Presenters: *Melba Searcy & Diane Chapman*

Getting the Most Out of Your Smart Phone

Nearly everyone has a smart phone at their fingertips, but are you leveraging your device to its fullest? This session will highlight ways you can make your smart phone work for you! Learn how to utilize your phone's search function, turn on visual voicemail (Android), have your phone read any screen aloud (iPhone), learn about Do Not Disturb mode, leverage your digital assistants and more! **Presenter:** *Kelsey Harms*

IEA-Retired Legislative Update

Comprehensive review of the 2022 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: *Will Lovett*

Lost Chicago Department Stores

Remember Chicago's fabulous department stores? Join Chicago historian Leslie Goddard for a look back at the Windy City's fabulous retail past. We'll revisit the Walnut Room at Marshall Field's and the Heather House at Carson Pirie Scott. We'll reminisce about going back-to-school shopping at Wieboldt's or furnishing your house from attic to basement at Sears. Whether your family favored The Fair, Goldblatt's or Marshall Field's, you'll be fascinated by this look at how Chicago pioneered some of America's largest and most innovative department stores. **Presenter:** *Dr. Leslie Goddard*



Mindfulness and Wellbeing

Life has been challenging. During this session you will engage in stress reducing activities that include tai chi, mindfulness practices, breath work, and tools to use in the classroom with students.

Once we are mindful or "aware" of our emotions, we still have the emotion to work with. Using a simple model to support you in locating yourself as authentically open or closed to shifting your consciousness, we develop simple strategies to use in the classroom and in your role as a leader in your school community. **Presenters:** *Gina Harris & Al Llorens (PD/CEU Hours = 1)*

Tips to Organize Your Records BEFORE Others Need Them

Too many papers, in too many places? Would your family know how to manage your affairs if suddenly (or gradually) you were unable to do that? If the answer is not a clear yes, then it is time to come to this session. In one hour, you will learn how to have important information where you and your family can find it. You will get a one-page guide to 32 topics you can have organized in a simple three-ring binder. It always seems too early, until it's too late.

Presenter: *Sonja Reece*

Total Retiree Advantage Illinois (TRAIL) Medicare Advantage Program Informational Session

Representatives from the CMS Group Insurance Division will give a presentation on Medicare requirements and the TRAIL MAPD Plan offered to Medicare-eligible retirees, annuitants, and survivors through the State of Illinois. **Presenters:** *Vanessa Shanle & Colby Vail*

Voter Suppression and Why Every Vote Matters

Educators and unionists need to be able to recognize and understand the well-coordinated national groups that threaten voting rights. In this session, participants will learn how to use advocacy strategies to effectively share information about all aspects of voting and organize state and local affiliate members, family/friends, and their community to beat back and prevent attacks on the right to vote. Among other activities, participants will receive a graphic organizer and have time to create a Get Out the Vote plan to share with their local affiliate members. **Presenters:** *Carol Schnaiter & Diane Chapman*

Retired After Dinner Presentation – Motown: Music That Moved the World

In Detroit in the 1960's Motown Records produced hits as efficiently as the Ford Motor Company produced automobiles. It was the "Sound of Young America" sung by performers like The Supremes, The Temptations, Marvin Gaye and Stevie Wonder. Using audio and visual content we'll trace the amazing musical journey from the power soul of "Dancing in The Streets" and "I Heard It Through the Grapevine" to the psychedelic soul of "Cloud Nine" and "What's Going On" to the pop soul of The Jackson 5. Timeless music that moved us then and moves us now. **Presenter:** *Gary Wenstrup*

Education Support Professionals Sessions

2022 IMRF Update

Whether you're new to IMRF or getting ready for your retirement, this session provides an opportunity to learn about the requirements for participating in IMRF along with how your benefits are determined. We'll also discuss the contributions that you and your employer are required to make, along with the Voluntary Additional Contribution program. Information about legislation and how it may affect you will be provided. Bring your questions with you to the meeting. **Presenters:** *Bonnie Shadid & Brian Glover*

Basics of Applied Behavior Analysis - Your Toolkit to Success

Participants in this session will be introduced to the basic principles of Applied Behavior Analysis (ABA). Upon completion, those engaged will leave with appropriate and practical tools to use in the classroom. This talk is geared toward those working in classrooms or any person who is interested in learning more about autism, ABA, and best practice.

Presenter: *Amanda Brott (PD/CEU Hours = 2)*

Behavior Management Techniques for Education Support Professionals: It's Not What You Say, It's How You Say It.

Students do better in school when they have at least one adult they connect with. Education Support Professionals have unique opportunities to build relationships that can support students in and out of the classroom. This session will give education support staff in various job categories the strategies to help manage student behavior and can boost student academic success through various communication techniques.

Presenter: Jill Scarcelli (PD/CEU Hours = 1)

Building Resilience: Navigating Through ACEs During the Pandemic

Even before the pandemic, many of our students and co-workers were already experiencing the impact of ACEs (adverse childhood experiences). As we continue to navigate through COVID-19 we find ourselves needing even more support and strategies to cope. Learn the impact of adverse childhood experiences (ACEs) within the physical, social-emotional, and academic lives of our students and ourselves. Leave with an understanding of Social Emotional Learning (SEL) and strategies to utilize with your students and colleagues to assist with becoming and staying well during these uncertain times. Assess areas within your district where use of the knowledge you have obtained during this session can be applied.

Presenters: Kristine Argue-Mason & Mary Ann Rivera (PD/CEU Hours = 2)

Communications 101

Join the IEA Communications Department to learn about all the tools available to support personnel to communicate with one another and with the community. Learn about social media, peer-to-peer texting, crisis support, and more.

Presenters: Sarah Antonacci & Bridget Shanahan

Countering Asian-American Stereotypes: The Myth of the Model Minority

This Cultural Competency workshop focuses on common AAPI (Asian American/Pacific Islander) stereotypes and myths that perpetuate implicit bias in our society. Using a racial equity lens, educators can help disrupt and disempower internalized, interpersonal, and systemic bias towards Asian Americans. This deep dive into AAPI history will help educators and association leaders promote best practices of diversity, equity, and inclusion in their classrooms and in their communities, at a critical time when anti-Asian hate has surged during the Pandemic. **Presenter:** Linda Matsumoto (PD/CEU Hours = 1)

De-escalation Techniques for Everyone

The purpose of this session is to engage and equip education professionals with appropriate de-escalation techniques both in and out of the classroom. Attendees will learn various ways to de-escalate situations via active listening, role-playing, deep breathing, and team building activities.

Presenters: Autumn Butler & Sheranita Davis (PD/CEU Hours = 1)

Education Support Professionals: Gripe vs. Grievance

The participants will learn about the steps involved before filing a grievance. We will discuss the conversations that should take place before an issue becomes a grievance. The session will also cover the grievance process and provide examples. **Presenter:** Tom Tully

Engaging in School Board Elections

School Board elections will occur in 2023. This session will help you begin the process to get organized and engaged. We will show you how effectively use the School Board Toolkit as well as provide activities that will activate your members. **Presenters:** Unique Morris & Chad Jordon

Grievance Processing for Education Support Professional's

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 & Camille Grant

Growing Your Skills as a Leader

Learn how to become comfortable with public speaking, run an effective meeting, set a mission statement, goals and objectives, and weave diversity and inclusion into the fabric of your local.

Presenters: Bonnie Booth & Jill Lee

Helping the Less Fortunate

Join us for a session about setting up places in your school or community to help those in need. I will share my experience as part of the team that set up The Closet at my high school and give ideas how to go about it, places to get help, and more.

Presenter: Debbie Ciciora

How to Run/Lead a Winning Local, State, or National Campaign.

Being a former GPA and IPACE committee member I have worked on winning campaigns at the local, state, and national level. I will share my strategies and knowledge with my fellow Education Support Professionals on how to get your candidate elected. Every candidate is electable. It takes a lot of planning, fundraising, and dedicated volunteers to be successful.

Presenter: Holly Smigelski

If I Knew Then What I Know Now, Education Support Professionals and Retirement

Retirement is a big step in an Education Support Professional's life. This session will give you some information about things to consider when planning on retirement, soon or in the near future. From District and IMRF benefits, Social Security, penalties for retiring early, to health insurance and Medicare, there are many things to consider when planning on retirement. This session will give some basic information and timelines along with other information to help make the decision to retire more informed and easier.

Presenter: Rosemary Majerczyk

Mentoring Your Education Support Professionals

Are you interested in starting a mentoring program to support your Education Support Professional members?

Let us share with you how we support our new employees through our mentoring program; introducing them to our district, our union, and helping them through their first year as an Education Support Professionals.

Presenter: Connie Joniec

Negotiating Insurance

What do I need to know and how do I know I've learned it? Navigating the process for negotiating insurance. **Presenter:** David Jelliff

Team Building for All Educators

Have fun with your team in this an action packed, hands on session while building relationships and improving morale. Enhance interpersonal relations by learning to identify the way people function beyond having a title. This session will encompass NEA competencies as well as NEA ESPQ Standards.

Presenters: Robert Powell & Adrian Vargas

The Injured School Employee: Rights and Benefits

An overview of the Illinois Workers' Compensation laws and administration, including recent "reforms." Special emphasis will be placed on real life examples involving custodians, bus drivers, cooks, secretaries, and paraeducators. **Presenters:** Jay Johnson & Russell Haugen



Education Support Professionals Sessions-Continued

True Colors for Education Support Professionals

True Colors is a model for understanding yourself and others based on your communication style and temperament. The colors Orange, Gold, Green, and Blue are used to differentiate the four central True Colors communication styles. Each of us has a combination of the four True Colors that make up our temperament spectrum, usually with one of the styles being the most dominant. By identifying your communication style (and those of others), True Colors provides insights into different motivations, action and communication approaches. **Presenters:** Mike Williamson & Amy Evans (PD/CEU Hours = 2)

Unleash Your Inner Superhero

The COVID-19 pandemic has transformed and upended our lives more swiftly than we could have imagined. Now, more than ever, Education Support Professionals have been forced to advocate in the "new normal" as if their lives depend on it - because it literally may. In this workshop, participants will explore methods to practice self-care techniques, as well as become familiar with strategies to help them boost their confidence to step outside of their comfort zones. We will discuss with participants how explore and unleash their hidden talents to become advocates to increase influence at the decision-making at the worksite, district, local, state, and national levels.

Presenters: LaShanna Fulwiley & Robyn Washington

What is RESPECT and How Can You Get Involved?

RESPECT: Is a statewide effort by Education Support Professionals, working side by side with IEA staff, to improve working conditions by focusing on five areas: wages, health insurance, pensions, retention & recruitment, and job duties. Learn how to organize, get involved, and grow this campaign. Sign up, share your story to help bring the change we need to improve the lives and careers of those who do some of the hardest and most vital work in our districts, colleges and universities.

Take Action! Help us as we pass laws, change rules and make a difference to bring RESPECT! **Presenters:** Jill Scarcelli & Debra Ward-Mitchell

Why It's So Hard to Talk About Race and Why We Have To

As education professionals and advocates for our students, there are a wide range of opportunities for us to create strong community relationships and bring social activism into our schools. During this session you will learn methods for engaging in social justice activism at the local level, review the dimensions of racism, and how they show up as well as how to break them down in your workplace. **Presenter:** Gina Harris (PD/CEU Hours = 1)

Workers' Rights Amendment

What is the Workers' Rights Amendment and how will it impact us as education employees? What can we do to support passage of this State Constitutional Amendment in the November 2022 Election? **Presenter:** Dave Rathke



General Sessions

Informed Leadership Through the Lens of Racial Justice

Participating leaders will examine racial justice by utilizing a framework that delves into achieving racial equality opposed to simply being aware of and placing a value on racial diversity. Participants will engage in collaborative discussions, view presentations, and broaden their scholarship while acquiring skills, tools, and strategies to achieve equity for all students. Exploration will also focus on how leading with a racial equity lens is an important element of a systematic plan of action to employ in order to attain structural transformation leading to equity for all. **Presenters:** Tasha Thigpen & Tissua Franklin (PD/CEU Hours = 1)

Preparing Aspiring Educators for a Post-COVID World

COVID illuminated the inequities in public education, and many of those inequities were exacerbated by the pandemic. Join Dr. Lindsey Jensen--IEA Early Career Development & Aspiring Educator Director--and Elizabeth Horvat--IEA Aspiring Educator Chairperson--as they discuss what aspiring educators need to know in order to be prepared for a post-COVID classroom. Elizabeth will share her perspectives as an aspiring educator at The University of Illinois, and Lindsey will discuss some of the recent trends and changes to teacher prep programs based on her experience working with ISBE's State Educator Preparation and Licensure Board. Ultimately, they will examine (from two different lenses) how to best prepare aspiring educators for a post-COVID world. Topics will include: Teaching in Times of Polarization; Racial & Social Justice in the Classroom; & Protecting the Most Vulnerable Population of Our Profession. **Presenters:** Dr. Lindsey Jensen & Elizabeth Horvat

Mary Kusler- Senior Director, Center for Advocacy – National Education Association



Mary Kusler is the Senior Director for the Center for Advocacy and Political Action. Prior to assuming the Senior Director role, Mary was the Director of Government Relations for the National Education Association. In her current role, she oversees NEA's advocacy and electoral work on behalf of students representing over 3 million educators and public sector workers across the country.

Prior to joining NEA, Ms. Kusler served as the assistant director of policy and advocacy for the American Association of School Administrators for almost a decade. In her role with AASA, she represented more than 13,000 school superintendents and local educational leaders before members of Congress.

Currently, Mary serves on the board for the State Innovation Exchange, national resource and strategy center that supports state legislators in advancing and defending progressive policies across the country and on the board of the Empurpling Project, an incubator for strategies that help rebalance the country's political geography.

A native of New York, Ms. Kusler graduated from Fairfield University with a bachelor's degree in theatre and politics. She completed her master's degree in public policy at George Mason University in Virginia. She lives in Virginia with her husband, two sons and dog.