



A Union of Professionals

AFT PSRP

Paraprofessionals and School-Related Personnel

44TH ANNUAL AFT PSRP CONFERENCE

PSRPs—Championing the Promise and Purpose of Public Education

APRIL 22-24, 2022

MARRIOTT ST. LOUIS GRAND

ST. LOUIS, MO





Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

AFT Executive Council

J. Philippe Abraham	Marietta A. English	Daniel J. Montgomery
Shelvy Y. Abrams	Francis J. Flynn	Michael Mulgrew
Frederick R. Albert	Jeffery M. Freitas	Andrew Pallotta
Victor M. Bonilla Sánchez	Lisa J. Gourley	Donna Phillips, RN
Vicky Rae Byrd	David Gray	Juan Ramirez
Zeph Capo	Ron Gross	Jesse Sharkey
Larry J. Carter, Jr.	Anthony M. Harmon	Andrew Spar
Kathy A. Chavez	David Hecker	Denise Specht
Donna M. Chiera	Karla Hernandez-Mats	Wayne Spence
Melissa Cropper	Jan Hochadel	Jessica J. Tang
Amanda Curtis	Jerry T. Jordan	Adam Urbanski
James C. Davis	Frederick E. Kowal	Debbie White, RN
Jolene T. DiBrango	Terrence Martin, Sr.	Carl Williams
GlenEva Dunham	Kara McCormick-Lyons	

Our Mission

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

Copyright © American Federation of Teachers, AFL-CIO. Permission is hereby granted to AFT state and local affiliates to reproduce and distribute copies of the work for nonprofit educational purposes, provided that copies are distributed at or below cost, and that the author, source and copyright notice are included on each copy. Any distribution of such materials to third parties who are outside of the AFT or its affiliates is prohibited without first receiving the express written permission of the AFT.

Welcome to the 2022 AFT Paraprofessionals and School-Related Personnel Conference!

WE ARE CHAMPIONING THE PROMISE AND PURPOSE OF PUBLIC EDUCATION

Welcome PSRPs! We are grateful to be able to host this conference in person once again. The past two years have been difficult on everyone in our public schools. The fear and uncertainty surrounding the COVID-19 crisis, coupled with job cuts affecting thousands of education professionals, have made these past few school years very challenging. Through all the uncertainty, however, school support staff, teachers, parents and students have all persevered and been true champions for the promise and purpose of public education.

Public education is the great equalizer, and our PSRP members have gone above and beyond these past years to ensure every student receives a high-quality public education. From the cafeteria worker who stayed late to prep and bag thousands of extra meals for struggling families, to the bus driver who delivered those meals right to students' doors, to the paraprofessional who made house calls to check in with families, PSRP members transformed COVID-19 lemons into sweet lemonade for our students.

This conference is an opportunity to celebrate all that we have accomplished, but more importantly it provides an opportunity to build on and share the skills that make us so indispensable to our students and our communities.

We are excited to open our conference with three mini plenary sessions on:

- Developing and running issue campaigns,
- Creating leadership development strategies for new leaders, and
- Supports for organizing and community building.

These sessions will focus on ways to strengthen our union structure and use our collective power to make our schools better places for teaching and learning. As always, our conference will be jam-packed with professional development workshops that cater to the diverse spectrum of job classifications that make up our PSRP constituency. No matter your job title, you will find workshops to strengthen your involvement with your union, develop your skills as a leader and bring home new tools and skills that will make you a stronger advocate for your students and your profession.

We know we are stronger when we stand together in our union, and we are grateful that this year we are once again able to stand together in person. Enjoy this year's conference and take home the power, energy, excitement and strength of belonging to the AFT family.

In unity,



Shelvy Young Abrams
Chair, AFT PSRP Program and Policy Council



Shelvy Y. Abrams

AFT Vice President and
PSRP Program and Policy
Council Chair

PSRP CONFERENCE AGENDA

FRIDAY, APRIL 22		
9 a.m. – 8 p.m.	Registration and Information Desk Opens	Majestic Foyer
Noon – 7 p.m.	Exhibits	Majestic Foyer
1 p.m. – 2 p.m.	Orientation for First-Time Attendees	Missouri
2:15 p.m. – 4:15 p.m.	Mini Plenary Sessions HOW TO RUN A PSRP ISSUE CAMPAIGN Jefferson Kemper, AFT Organization and Field Services Imani Sims, AFT PSRP LEADERSHIP TRAINING FOR NEW LEADERS David Gray, Oklahoma City Federation of Classified Employees Jessica Smith, AFT Union Leadership Institute ORGANIZING AND COMMUNITY BUILDING Erica McDuffie, AFT Organization and Field Services Jonathan Rodrigues, AFT Human Rights and Community Relation	Majestic F-H Gateway AB Crystal Ballroom
4:30 p.m. – 5:30 p.m.	Job Classification Breakouts (see page 15 for rooms)	
7 p.m. – 8:15 p.m.	Opening General Session: PSRPs Are Championing the Promise and Purpose of Public Education HOUSEKEEPING Lauren Samet, AFT PSRP WELCOME Shelvy Y. Abrams, AFT PSRP PPC Chair Introduction of PSRP Program and Policy Council PSRP Chair's Report Pioneer Award KEYNOTE Randi Weingarten, AFT President	Majestic A-D
8:30 p.m. – 10:30 p.m.	Reception	Majestic Foyer
SATURDAY, APRIL 23		
7 a.m. – 4:15 p.m.	Registration and Information Desk	Majestic Foyer
7 a.m.	Continental Breakfast	Majestic Foyer
8 a.m. – 9:15 a.m.	Workshops (see page 18)	

9:30 a.m. – 10:45 a.m.	General Session: Championing the PROMISE of Public Education MODERATOR David Gray, Oklahoma City Federation of Classified Employees PANEL David Cooper, Economic Policy Institute Donna Mazyck, National Association of School Nurses Bill Pritchett, Race Forward	Majestic A-D
11 a.m. – 12:15 p.m.	Workshops (see page 21)	
12:30 p.m. – 2:15 p.m.	Luncheon: Championing the PURPOSE of Public Education INTRODUCTION Shelvy Y. Abrams, AFT PSRP PPC Chair RAFFLE PSRP Conference Committee REMARKS Evelyn DeJesus, AFT Executive Vice President	Majestic A-D
2:30 p.m. – 3:45 p.m.	Workshops (see page 23)	
7 p.m.	Solidarity Night	Crystal Ballroom

SUNDAY, APRIL 24

7:30 a.m.	Registration and Information Desk	Majestic Foyer
7:30 a.m. – 8:45 a.m.	Staffing Shortages Listening Session (with Continental Breakfast) PRESENTERS Evan Lundeen, AFT PSRP Carl Williams, Co-Chair of AFT Staffing Shortages Task Force	Majestic A-C
9 a.m. – 10:15 a.m.	Workshops (see page 25)	
10:30 a.m. – 11:30 a.m.	Closing Plenary Session: Hear Us Roar GREETINGS Fedrick C. Ingram, AFT Secretary-Treasurer AWARDS PSRP Conference Committee RAFFLE PSRP Conference Committee CLOSING ACTIVITY PSRP Department CLOSING REMARKS Shelvy Y. Abrams, AFT PSRP PPC Chair	Majestic A-C

AFT OFFICERS

Randi Weingarten, President

Fedrick C. Ingram, Secretary-Treasurer

Evelyn DeJesus, Executive Vice President

AFT PSRP PROGRAM AND POLICY COUNCIL, 2021-2022

Shelvy Y. Abrams, Chair

AFT Vice President

United Federation of Teachers, Local 2
New York

Sandra Davis, Vice Chair

Baltimore Teachers Union, Local 340
Maryland

Karen Arthmann

Rush-Henrietta Employees' Association,
Local 2969
New York

Kathy Chavez, AFT Vice President

Albuquerque Federation of Classified
Professionals, Local 4129
New Mexico

Margaret Dalton-Diakite

United Federation of Teachers, Local 2
New York

Shellye Davis

Hartford Federation of Paraprofessionals,
Local 2221
Connecticut

Jamie Eriksson

North Dakota United, Local 8082
North Dakota

Yolanda Fisher

Alliance/AFT, Local 2260
Texas

David Gray, AFT Vice President

Oklahoma City Federation of Classified
Employees, Local 4574
Oklahoma

Jeff Grider

Portland Community College Federation
of Classified Employees, Local 3922
Oregon

Rosie Guerrido

Seminole Educational Clerical
Association, Local 7459
Florida

Becky Hespen

Education Minnesota Osseo Educational
Support Professionals, Local 7325
Minnesota

Donna Jackson

Detroit Federation of Paraprofessionals,
Local 2350
Michigan

Bernadette Jiron

Denver Federation for Paraprofessionals
& School Nutrition Service Employees,
Local 4463
Colorado

Rhonda Jones

East St. Louis Federation of Teachers,
Local 1220
Illinois

Teri Jones

Oregon School Employees Association,
Local 6732
Oregon

Bernie Kemp

Broward Teachers Union, Local 1975
Florida

Karen Kennedy

The Federation, Local 762
Delaware

Shaun Laden

Minneapolis Federation of Teachers and
Educational Support Professionals, Local
59
Minnesota

Jennifer Leligdowicz

Billings Classified Employees
Association, Local 7514
Montana

Catherine Mastronardi

Springfield Federation of
Paraprofessionals, Local 4098
Massachusetts

Dreama Morris

AFT-Wayne Service Personnel, Local
6565
West Virginia

Karen Riggelman

Jefferson Federation of Teachers,
Local 1559
Louisiana

Angelina Rivera

Rochester Association of
Paraprofessionals, Local 6064
New York

Kris Schwarzkopf
Toledo Federation of Teachers, Local 250
Ohio

Wayne Scott
Colorado Classified School Employees
Association, Local 6186
Colorado

Tina Solórzano-Fletcher
AFT Guild, San Diego Community
College District, Local 1931
California

Patrick Strong
Okaloosa Education Staff
Professionals, Local 7447
Florida

Jo Ann Sweat
Buffalo Educational Support Team,
Local 7819
New York

Trasell Underwood
Education Austin, Local 2048
Texas

Sandra Thompson Wallace
TOTEM Association of Educational
Support Personnel, Local 6265
Alaska

Jeff Whittle
Macomb Intermediate Federation of
Paraprofessionals, Local 6216
Michigan

Carl Williams, AFT Vice President
Lawndale Federation of Classified
Employees, Local 4529
California

Christel Williams-Hayes
Chicago Teachers Union, Local 1
Illinois



Thanks to the PSRP conference committee!

Sandra Davis

Baltimore Teachers Union

Shellye Davis

Hartford Federation of
Paraprofessionals

Rhonda Jones

East St. Louis Federation of Teachers

Teri Jones

Oregon School Employees
Association

Shaun Laden

Minneapolis Federation of Teachers
and Educational Support Professionals

Tina Solórzano-Fletcher

AFT Guild, San Diego Community
College District

Trasell Underwood

Education Austin

AFT STAFF

Each member of the AFT staff plays a role in the success of any AFT conference, but there were some staff members who were more closely involved in the day-to-day work of preparing for the 2022 PSRP Conference.

AFT PSRP DEPARTMENT

- Lisa Bryant, Administrative Assistant
- Violet Knoll, Associate
- Evan Lundeen, Assistant Director
- Lauren Samet, Director
- Imani Sims, Senior Associate

CONVENTION, MEETINGS AND TRAVEL DEPARTMENT

- Karen Cross, Travel Agent
- Kimberly Herring, Travel Agent
- Kitty Owens, Director
- Kim Randolph, Senior Associate
- Karen Zook, Assistant Director

ADMINISTRATION DEPARTMENT

- Joel Linton, Senior Associate
- John Southard, Mailroom Assistant
- Rashied Zeigler, Copy Center Clerk

MEMBERSHIP, DATA AND ANALYTICS

- Alver Franklin, Director
- Luis Ramirez, Assistant Director
- Tina Stewart, Membership Assistant

COMMUNICATIONS DEPARTMENT

- Jennifer Berney, Assistant Director
- Jennifer Chang, Senior Director
- Sean Lishansky, Assistant Director



The American Federation of Teachers has always known that reading is fundamental to education. We have long supported the science of teaching reading—through our research-based professional development and our magazine, *American Educator*, as well as other tools and resources like ShareMyLesson.com—so kids can go on to succeed and thrive in life.

Below is a selection of AFT-developed resources to support student literacy:

Reading Opens the World campaign

Overview of the campaign and how to get involved:
www.aft.org/read.

Share My Lesson community

A variety of resources for educators and families:
<https://sharemylesson.com/read>

***American Educator* magazine**

A selection of research-backed articles on literacy:
<https://www.aft.org/ae/subject-index#subject-20>

Colorín Colorado

The premier national website serving educators and families of English language learners in grades preK-12, a collaboration between the AFT and WETA: www.ColorinColorado.org

Free, For-Credit Webinar Series

Each session is grounded in the science of reading, taught by AFT national trainers, and will focus on an important aspect of reading instruction and improving student literacy.
<https://sharemylesson.com/literacy-webinars>

AFT Professional Learning Courses

In-person Professional Learning

The AFT offers three 45-hour train-the-trainer literacy courses. Those who successfully complete the process can conduct trainings directly with AFT members around the country.

Reading Comprehension Instruction

Designed for K-12 teachers, this course is grounded in research and exemplary practices that help students acquire strong comprehension and vocabulary skills, and focuses on student-centered strategies to support dialogic discourse in classrooms. The course provides participants with a synthesis of the research base on reading comprehension instruction and vocabulary development.

Beginning Reading Instruction

This 45-hour course focuses on how children learn to read and the best ways to teach reading from kindergarten to the end of the primary grades. Because the course contains considerable information on how students develop basic decoding skills, it is also useful for teachers and support staff working with older students who are having difficulty with decoding and fluency. The course presents a synthesis of the research consensus for beginning reading instruction, and it provides the most effective instructional strategies—aligned to that research—to help students develop print awareness, phonemic awareness, knowledge of the alphabetical system, phonics/decoding skills, fluency, vocabulary and comprehension.

Expanding Literacy Instruction by Tutoring English Language Learners

This course is designed for educators working one-on-one with English language learners who need additional literacy supports in grades K-5 or for those who train other educators or tutors. Project ELITE (Expanding Literacy Instruction by Tutoring ELLs) is based on highly effective literacy intervention research reported by the U.S. Department of Education Institute of Education Sciences' National Academies of Sciences, Engineering and Medicine.

Online professional learning

This 10-hour asynchronous e-learning course, currently in development, will make it so any AFT member can learn about the science of reading and high-leverage instructional practices for supporting literacy in young learners.



AFT CODE OF CONDUCT

STATEMENT OF VALUES

The AFT executive council has adopted the AFT Code of Conduct (www.aft.org/CodeofConduct), which prohibits discriminatory, harassing or otherwise unacceptable behavior in the workplace and at any AFT activity, event or meeting, even if the conduct has not risen to a violation of law. There will be zero tolerance for harassment of any form, including but not limited to the use of racial epithets, slurs, negative stereotyping, jokes or threatening, intimidating or hostile acts that relate to sex, race, age, disability or other protected categories. This behavior will be called out. The AFT takes these complaints seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the AFT activity, event or meeting.

The AFT is a democratic organization that values open and vigorous discussion of the issues facing the AFT, our members, working people and the labor movement. The Code of Conduct is not intended to restrict free and open debate, but rather is intended to ensure a positive and respectful environment that is free of discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy or any other characteristic protected by law. We ask all meeting participants to conduct themselves consistent with the values of equity and equality.

The AFT encourages you to report any offending conduct as soon as possible; there will be no retaliation or adverse action taken against an individual who makes a complaint. Reports may be made to Gria Hernandez-Curtis, human resources director; Tear Jones, assistant to the president for organizational management; David Strom, general counsel; the designated manager for the meeting; or any other supervisor or manager.

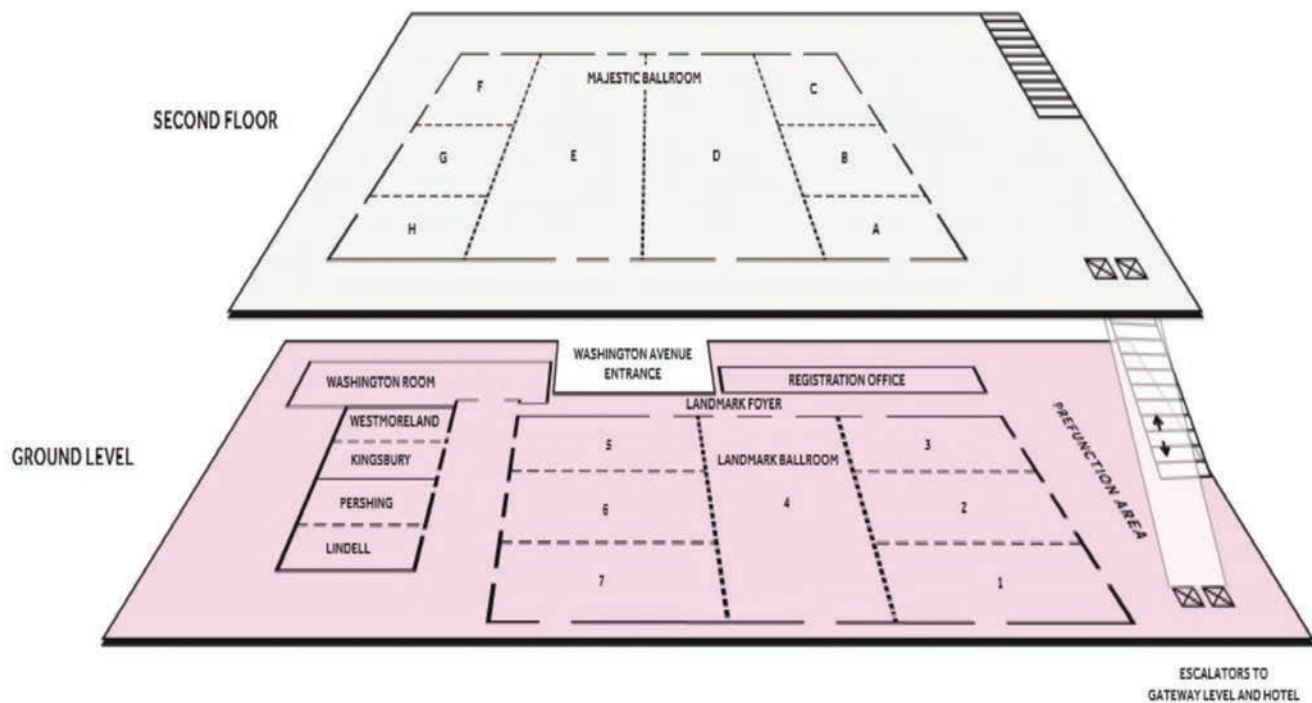
Gria Hernandez-Curtis Director of Human Resources	ghernandez@aft.org Office: 202-434-4699 Mobile: 667-229-7171
Tear Jones Assistant to the President for Organizational Management	tear.jones@aft.org Office: 202-879-4443 Mobile: 240-535-5671
David Strom General Counsel	dstrom@aft.org Office: 202-393-7472 Mobile: 202-262-2438
Meeting name: Meeting date: Code of Conduct manager: Email address: Mobile phone:	AFT PSRP Conference April 22-24, 2022 Lauren Samet, AFT PSRP Director lsamet@aft.org 703-725-1884

Hotel Information

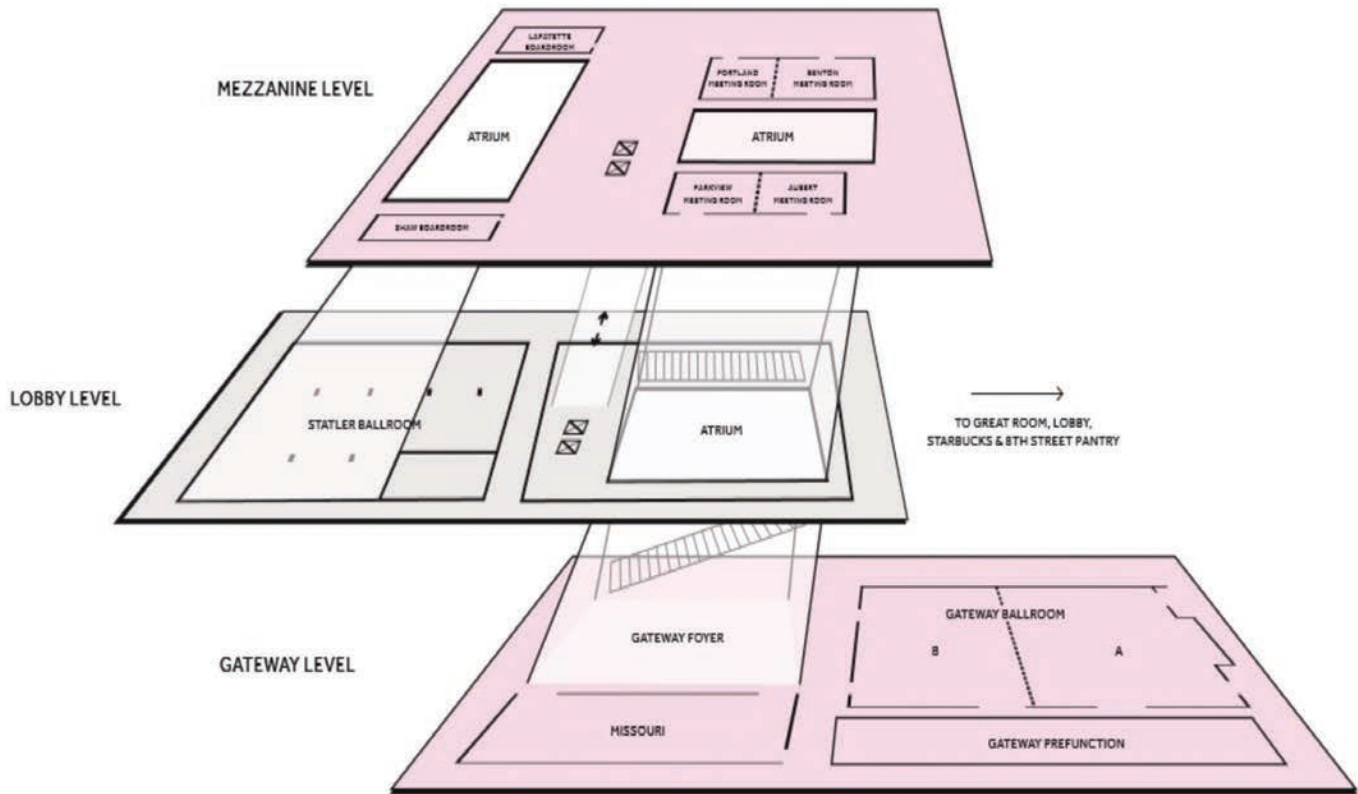
MARRIOTT ST. LOUIS GRAND

800 WASHINGTON AVE.
ST. LOUIS, MO 63101

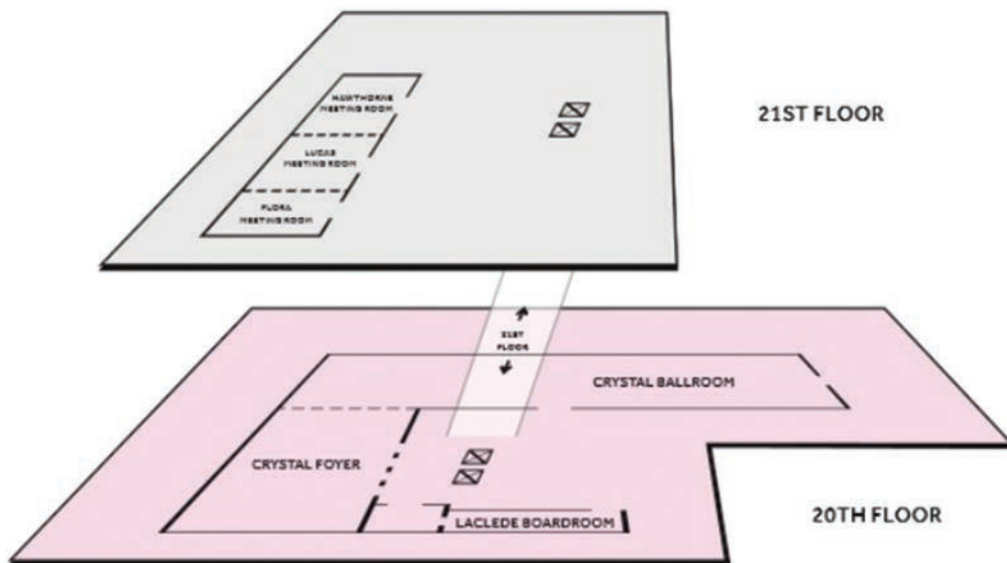
BALLROOM PLAZA MEETING SPACE
SECOND FLOOR AND GROUND LEVEL



MEZZANINE, LOBBY AND GATEWAY LEVEL



21ST AND 20TH FLOORS



Workshop Schedule

SATURDAY, APRIL 23, 8 A.M.–9:15 A.M.

- Address Your Thinking and Change Your Life
- AFT Student Debt Clinic
- Effective Safety and Health Committees
- Fundraising, COPE and Leveraging Our Union Power
- New Leader 101
- Organizing in the Digital Age
- Playing to Strengths with Students with Disabilities—and Bettering the Needs of All Our Students
- Solidarity Night Rehearsal
- The Origins of Structural Racism: Module 1, Advancing Racial Justice
- Understanding and Supporting Students' Social-Emotional Needs
- Yoga

SATURDAY, APRIL 23, 11 A.M.–12:15 P.M.

- AFT Member Benefits for You and Your Local Union
- Building Strong Union Leadership Teams
- Creating Successful Career Ladders for PSRPs
- How the Pandemic Has Highlighted the Importance of PSRPs—and How to Capitalize on It!
- Managing Student Behavior (K-12 & Higher Education)
- Medically Fragile Students
- Member Engagement: Combining the New and Old to Be a Stronger Union
- Preparing for the Midterms: Mobilizing Members Across All Ideological and Political Spectrums
- Racial Justice Core Concepts: Module 2, Advancing Racial Justice
- School Bus Issues: Where We've Been and Where We're Going
- Solidarity Night Rehearsal

SATURDAY, APRIL 23, 2:30 P.M.–3:45 P.M.

- Address Your Thinking and Change Your Life
- Building a Bargaining Strategy on Economics
- Different Dimensions of Racism: Module 3, Advancing Racial Justice
- Federal and State Legislative Update: Lobbying and Moving Policies That Are Good for School and College Staff
- Powerful Partnerships: Building Our Organizing Strength through Member and Family Engagement
- Solidarity Night Rehearsal
- Telling Our Stories: Raising PSRP Voices
- Training Union Stewards
- Transitioning to Safer Chemicals
- Understanding and Supporting Students' Social-Emotional Needs
- Worksite Complaints

SUNDAY, APRIL 24, 9 A.M.–10:15 A.M.

- Effective Communications
- Fighting Food Insecurity: Making School Meals for All a Reality
- Implicit Bias and Choice Points: Module 4, Advancing Racial Justice
- Intro to Campaign and Strategic Research
- Introduction to Robert's Rules for Leading Effective Meetings
- Moving New Members to Action
- Playing to Strengths with Students with Disabilities—and Bettering the Needs of All Our Students
- Proactively Managing Conflict in the Workplace
- PSRPs Running for Local Office
- School and College Funding: How It Works and Helps Our Communities

PSRP HEROES

When we gather together each year, we recognize some of our incredible members and locals with various awards, including the **Albert Shanker PSRP Pioneer Award**, the **Dr. Lorretta Johnson Solidarity in Action Award** and the **Dorothea Bell Political Action Award**. These three awards are named after PSRP legends and heroes:



ALBERT SHANKER

When Albert Shanker was elected as the AFT's president in 1974, PSRP membership stood at 27,000. Under his leadership until his death in 1997, our division's membership increased 415 percent.

Shanker said that if he had to pick one achievement he was most proud of, it was organizing classroom paraprofessionals. To Shanker, the act of organizing PSRPs made his former local, the United Federation of Teachers, a racially inclusive group. By advocating for paraprofessionals, and giving them a voice and a career ladder into teaching, he helped to integrate the teaching profession.



LORRETTA JOHNSON

Lorretta Johnson was the AFT's secretary-treasurer from 2011 to 2020. Previously, she served as the AFT's executive vice president from 2008 to 2011, served as president of the Baltimore Teachers Union's paraprofessional chapter for 35 years and chaired the AFT PSRP program and policy council for 32 years.

Johnson started her career in 1966 as a teacher's aide in a Baltimore elementary school, where she earned \$2.25 an hour and received no benefits. To improve the work situation of paraprofessionals like herself, she organized them into the Baltimore Teachers Union.

Johnson can bargain like a champ, and legend has it that she will crawl across the negotiations table to make her point. She has been known to say, "If you see me in a fight with a bear, help the bear!" We're proud to call this fierce fighter of injustices one of us in the fight for fairness, dignity and respect.



DOROTHEA BELL

Dorothea Bell is a longtime PSRP leader and activist who hails from the Philadelphia Federation of Teachers.

Bell was one of the five original members of the AFT PSRP program and policy council and said it was an honor to have been involved in organizing PSRPs all across the country. In May 1983, she was the first PSRP elected as a PFT officer, serving as the secretary until 2008.

This outspoken and strong-spirited leader served in many other positions through the years, including special assistant to the president of AFT Pennsylvania and delegate to the Democratic National Convention. She is very proud to have contributed toward the building of AFT PSRP leadership.

Exhibits

AFT + Member Benefits

Stop by the table and learn what's new among the AFT + Member Benefits programs. We strive to create programs that help members in their work lives and in their real lives at home with their families, too.

Mary Traeger Pascale
mpascale@aft.org

AFT Store

Purchase your AFT T-shirts, hats, jackets and pins online at www.aftstore.org.

Erik Steffy
erik@gokandr.com

Continuing Education Units

Do you need credit for the workshops you attended? Come to the exhibit area on Saturday and Sunday to receive your CEUs.

AFT PSRP
psrp@aft.org

Health, Safety and Well-Being

On April 28, the AFT is observing Workers Memorial Day to remember those who have suffered and died on the job, and to renew the fight for safe jobs. This year, we will come together to call for action on hazards that cause unnecessary injury, illness and death. We will stand united against the ongoing attacks on workers' rights and protections, and demand that elected officials put workers' well-being above corporate interests. We will fight for the right of every worker to a safe job until that promise is fulfilled. We encourage participants to sign the poster at our table in honor of those who have been injured or killed on the job.

Keith Wrightson
kwrightson@aft.org

Mental Health Supports

When trauma and triggers happen in your life, do you know what to do? Our mental health supports will guide you through life's toughest times. Come find some tools and tips that address the psychological and social stressors of work, home and life.

Chuck Wilson
cwilson@aft.org

PSRP Literature Table

The PSRP Department is here to be a resource for you! Come see a sampling of our professional developments, toolkits, posters and literature that we have for school and college support staff. If you are interested in learning more about any of these materials, let us know!

PSRP Department
psrp@aft.org

Reading Opens the World

Reading is a foundational skill necessary for virtually everything we do. It opens possibilities for all children to succeed—to learn and grow, to explore and imagine, to investigate and verify, and to lead fulfilling lives. Reading well instills confidence and helps reduce inequities. The disruptions due to the pandemic make focusing on literacy even more important, to assist our students not just to catch up but to thrive.

Leslie Getzinger
lgetzinger@aft.org

Reclaim Our Future: Fighting for the Promise of a Better America

The AFT fights for a better life for all and for the next generation to do even better. We fight for good jobs and the right to a union; for high-quality and well-resourced healthcare, public services, and public schools and colleges; to counter discrimination and division; and to protect the right to vote, the integrity of elections and our imperiled democracy.

PSRP Department
psrp@aft.org

School Meals for All Postcard Drive

Have you seen the positive effects of school meal waivers in your schools? Do you want free school meals to continue for all students? Would you like to do something in your community to help advocate for this? Come by and pick up #SchoolMeals4All postcards and learn how to start a campaign to make school meals for all a reality in your community and across the country!

Violet Knoll
vknoll@aft.org

Share My Lesson

Come to Share My Lesson for exceptional resources to support your efforts in building schools and communities where all children thrive. Developed by the AFT, Share My Lesson brings together the collective wisdom of nearly 2 million teachers, paraprofessionals, school support staff and parents. You'll find the tools, strategies and resources you need for preK-16—for free—at www.sharemylesson.com.

Susan Youssofi
syoussofi@aft.org

Solidarity Night

Whether you sing in church or sing in the shower, the PSRP Solidarity Chorus needs your voice. If you would like to join the chorus or be part of Solidarity Night, please sign up for the workshops at the registration desk.

Imani Sims
isims@aft.org

Trauma Coverage

The AFT trauma counseling program is available to working members free of charge, in the one-year aftermath of a covered traumatic incident. You are covered 24 hours a day, 365 days a year, if your incident involves any of the following: domestic violence, aggravated assault, sexual assault, mass shooting or terrorism, or if you are infected, injured or traumatized by a disease during a major disaster. Coverage extends to your place of work if you are traumatized by being bullied, harassed or threatened; experience a secondary trauma; witness a violent act; or contract an infectious disease. If you are unsure whether your incident qualifies, we encourage you to file a claim for services.

Jason Stabile
jason@traumacoverage.com



RECLAIM OUR FUTURE

Fighting for the Promise of a Better America

The American Federation of Teachers fights for a better life for all and for the next generation to do even better. We fight for good jobs and the right to a union; for high-quality and well-resourced healthcare, public services, and public schools and colleges; to counter discrimination and division; and to protect the right to vote, the integrity of elections and our imperiled democracy.

- Healthcare professionals are carrying us through the deadliest pandemic in a century.
- Public employees are delivering vital services that communities rely on.
- Educators and school staff are working with families to help students catch up and recover—to support students academically, emotionally and socially. Just as they worked to safely return to in-person learning, educators are looking forward: They yearn for post-pandemic normalcy and are working tirelessly to prepare our kids for bright futures.

Our members must be respected and supported, especially now as their work is harder than ever, with increased stress, staff shortages, and political interference and attacks.

As professionals and as a union, we care, we fight, we show up and we vote. We choose hope and aspiration over fear and division. It is time to turn the aspiration that unites everyone in our richly diverse country—the aspiration for a better life for ourselves, our children and our communities—into action.

#ReclaimOurFuture



PSRP Solidarity Chorus

Lifting Our Voices, Lifting Our Unions

Whether you sing in church or sing in the shower, the **PSRP Solidarity Chorus** needs your voice.

The chorus will perform a variety of **easy-to-sing union songs** on Solidarity Night.

Do you play violin? Act? Dance? Juggle union contracts? Submit your talent to see how your gifts can be used for your union!

If you would like to join the chorus or be part of Solidarity Night, **please sign up at the registration desk.**

Job Classification Breakouts

Food Service Workers:

Yolanda Fisher, Alliance/AFT

Bernadette Jiron, Denver Federation for Paraprofessionals & School Nutrition Service Employees

Health/Library/Graduation Coaches/Parent Liaisons/Computer Lab/School Resource Officers:

Karen Arthmann, Rush-Henrietta Employees' Association

Teri Jones, Oregon School Employees Association

Maintenance/Grounds/Custodial (K-12 & HE):

David Gray, Oklahoma City Federation of Classified Employees

Carl Williams, Lawndale Federation of Classified Employees

One-on-One Instructional Assistants:

Becky Hespen, Education Minnesota Oseco

Kris Schwarzkopf, Toledo Federation of Teachers

Paraprofessionals (Autism, Behavior Disorders, Severe Physical Disabilities):

Sandra Thompson Wallace, TOTEM Association of Educational Support Personnel

Jeff Whittle, Macomb Intermediate Federation of Paraprofessionals

Paraprofessionals (K-6):

Angie Rivera, Rochester Association of Paraprofessionals

Shellye Davis, Hartford Federation of Paraprofessionals

Paraprofessionals (7-12):

Donna Jackson, Detroit Federation of Paraprofessionals

Karen Riggelman, Jefferson Federation of Teachers

Registrar/Office Staff/Secretarial (Higher Ed):

Kathy Chavez, Albuquerque Federation of Classified Professionals

Tina Solórzano-Fletcher, AFT Guild, San Diego Community College District

School Bus Drivers and Aides:

Wayne Scott, Colorado Classified School Employees Association

Trasell Underwood, Education Austin


School Office/Secretarial Staff (K-12):

Jo Ann Sweat, Buffalo Educational Support Team

Rhonda Jones, East St. Louis Federation of Teachers


Notes for Job Classification Breakouts

[illegible]



A Union of Professionals

THE SCHOOL NO BULLYING ZONE





A Union of Professionals
AFT ESPER
American Federation of Teachers



School and College Support Staff Deserve...



A Living Wage

The wages and benefits that staff are paid for their work are a reflection of their value to the education system. We will fight to ensure that all education workers are paid a living wage.



Full-Time Work, Pay and Benefits

We will fight for full-time work and benefits, with greater access to credit unions, retirement and health care.



Professional Development

We will fight for the same professional development opportunities and career advancement as classroom teachers.



Advocate Staffing Levels

Ensuring adequate staffing levels is critical to the success of our schools and colleges. We will fight to ensure that all schools have the staffing resources they need.



Safe Working Conditions

We will fight for safe working conditions for all education workers, including access to health care and safety training.



Stop Privatization and Outsourcing

We will fight to ensure that all education workers are paid well and have access to the same benefits as classroom teachers.

We are valuable members of the education team! #

A woman with dark hair, wearing a patterned top, is smiling. Next to her is a book titled "Managing Student Behavior for School Secretaries" by AET PSPR. The book cover features the AET logo and the title in bold letters.

AFT PSRP
Professional Support Staff Resource Project

School and College Support Staff Deserve
RESPECT

CONCEPTUALIZE,
COMMUNICATE,
CONNECT...

and do
something
about it!

SINDICATO AI FIEDETE PS

No UNION AFT PSRP BACK BONE

No STRONG VOICE Proud OF OUR

RES TEAM Professional SCHOOLS

C We care. We fight. DIGNITY Are the Community Advocates

VA We show up. CHAMPIONS

DE POWERFUL PSRP

De valuable Committed PROUD

Fi Democratic RESPECT Empower

STRONG Dedicated Students


LEADERS Awesome

MEMBER DRIVEN




 A Division of Philadelphia
AFT PSRP
 Philadelphia's largest teachers' union

bienvenidos
 a nuestro
sindicato



Appropriate Staffing Levels


[illegible]


**Lo limpiamos.
Lo cocinamos.**

**We Clean It.
Cook It.
Fix It. Drive It.
Paint It. Type It.
Register It.
Schedule It.
Send It. Plant It.
File It.**

**We support them.
Mentor them.
Believe in them...**

**because we love
and respect
our students!**

 **A Union of Professionals**
AFT PSJR
Protecting Education and the Public Good

The cover of the 'Living Wage Campaign Toolkit' features a dark blue background. On the left side, there is a decorative graphic consisting of a cluster of overlapping circles in shades of blue, yellow, and red, and two stylized white chevrons pointing upwards. The title 'Living Wage Campaign Toolkit' is written in a large, white, sans-serif font in the upper right. At the bottom left, the AFT logo is displayed, followed by the text 'A Union of Professionals' and 'AFT PSRP' in white. A small white chevron points upwards on the right side of the cover.



Getting the *Most* from the conference and workshops

Introduce yourself

Meet your neighbors. Join the discussion at lunch and during breaks. Valuable information is shared through a vibrant exchange of experiences and ideas.

Take notes

It's impossible to remember everything covered in a seminar. Your notes will help you recap information.

Talk with your instructors

Approach them during breaks or at lunch and talk about ideas or questions of special interest to you and your members. You'll find that the instructors will be delighted to share information with you.

Ask questions

when the instructors ask for questions. Don't interrupt. Make sure your questions are concise, relevant and of interest to the whole group and not simply about personal or specific issues that others can't relate to.

Think about how

you can use the information at the conference to solve problems in your local or district.

Plan how

you will share what you learn at the conference when you return home. Suggestions include writing a report, making a presentation at a membership meeting, writing an article for your newsletter or holding a mini-conference at your school or local union.

Your candor

in evaluating the conference is appreciated. Provide as much detail as possible so that we can continue to modify and improve the program for future attendees.

Keep in touch

with your instructors and fellow attendees after the conference. You share the same problems, so it makes sense to share your solutions.

Work hard

Get outside

Make sure you get some fresh air.

Have a good time!

Workshops

SATURDAY, APRIL 23, 8 A.M.–9:15 A.M.

Address Your Thinking and Change Your Life

ROOM: Gateway A

PRESENTER: Leven Chuck Wilson, AFT Health Issues

MODERATOR: Karen Kennedy, The Federation (Delaware)

Join the AFT's resident mental health expert and learn to manage trauma and triggers that may create barriers in your life. This forum is designed to provide tools and tips to address the psychological and social stressors of work, home and life.

AFT Student Debt Clinic

ROOM: Gateway B

PRESENTER: Lisa Lavery, AFT Organizing and Field Services

MODERATOR: Tina Solórzano-Fletcher, AFT Guild, San Diego Community College District

More than 45 million people, including many AFT members and their families, are struggling with the burden of student debt. In this session, we will explain recent changes to the free federal Public Service Loan Forgiveness program, as well as outline the steps required to take advantage of the limited-time expansion of this program. Additionally, we will discuss the AFT's free member benefit, Summer, that helps AFT members manage their student debt.

Effective Safety and Health Committees

ROOM: Majestic F

PRESENTER: Keith Wrightson, AFT Health Issues

MODERATOR: Carl Williams, Lawndale Federation of Classified Employees

Last year, 4,764 workers lost their lives and more than 2.7 million were seriously injured on the job. AFT members continue to face an unacceptable number of work-related deaths, injuries and illnesses, most of them preventable. To bring these numbers down, an effective, flexible, commonsense tool is available: the safety and health committee. The purpose of this workshop is to highlight the importance of a safety and health committee and to improve committee effectiveness through a variety of health and safety activities. In this workshop, participants will learn how to establish a committee and how it should function. Also, participants will learn about conducting workplace inspections, creating safety checklists and advocating for workers' interests on health and safety issues.

Fundraising, COPE and Leveraging Our Union Power

ROOM: Flora

PRESENTER: Brandon Boswell, AFT Political

MODERATOR: Kathy Chavez, Albuquerque Federation of Classified Professionals

Committee on Political Education (COPE) and other political fundraising amplify your members' voices and are a pillar of union power. Come learn some of the latest tactics and best practices on how to start and supercharge your COPE program.

New Leader 101

ROOM: Majestic H

PRESENTERS: David Gray, Oklahoma City Federation of Classified Employees

Jessica Smith, AFT Union Leadership Institute

MODERATOR: Karen Arthmann, Rush-Henrietta Employees' Association

Another title for this workshop might be "Yikes! How Did I Get Myself Into This Position? And What Do I Do Next?" If you've recently become a local union officer, this workshop is for you. We'll brainstorm ways to effectively serve those we represent while building a union that is powerful enough to bring about positive change. We want to help you thrive in your new leadership role!

Organizing in the Digital Age

ROOM: Lucas

PRESENTER: Danielle Mathias, AFT Communications

MODERATOR: Rhonda Jones, East St. Louis Federation of Teachers

As we've seen in the past five years, from labor fights to legislative wins, social media and other digital communication channels have become popular and effective tools. In this workshop, you'll learn how to best use digital tools like social media, email and texting to connect with members and rally support.

Playing to Strengths with Students with Disabilities—and Bettering the Needs of All Our Students

ROOM: Missouri

PRESENTER: Debbie Wright, Middle Country Teachers Association, AFT National Trainer

MODERATOR: Donna Jackson, Detroit Federation of Paraprofessionals

In this workshop, participants will develop a mindset shift from a deficit model to one that focuses on student strengths when working with students with disabilities. High incidence disabilities will be identified and appropriate accommodations will be reviewed to help support students with disabilities in accessing the curriculum. Once we can focus on the strengths of our students and identify appropriate accommodations, we can provide our students with the tools necessary for success.

Solidarity Night Rehearsal

ROOM: Crystal Ballroom

PRESENTER: Tom Moran, AFT PSRP, retired

Do you enjoy singing? Do you enjoy camaraderie? Come join the PSRP Solidarity Chorus. Come sketch out a union skit! Let's ready ourselves for Solidarity Night on Saturday.

The Origins of Structural Racism: Module 1, Advancing Racial Justice

ROOM: Pershing

PRESENTERS: William Pritchett, Affiliate Trainer, Race Forward
Sonny Singh, Affiliate Trainer, Race Forward

MODERATOR: Shellye Davis, Hartford Federation of Paraeducators

Using an interactive historical timeline, we will examine key developments in our nation's history that have shaped the racial inequities we see in our schools and communities today. This is Module 1 of the track on advancing racial justice in our schools and communities, presented by Race Forward and sponsored by the AFT's Union Leadership Institute.

Understanding and Supporting Students' Social-Emotional Needs

ROOM: Majestic G

PRESENTER: Karen Palmerini, Middle Country Teachers Association, AFT National Trainer

MODERATOR: Sandy Thompson Wallace, Totem Association of Educational Support Personnel

This session will introduce you to the latest research on social-emotional learning. You will gain practical ways in which you can support students in five foundational competencies essential for child development at school, at home and in their communities: self-awareness, social awareness, responsible decision-making, self-management and relationship skills.

Yoga

ROOM: Hawthorne

PRESENTER: Amy Friederich, Certified Yoga Instructor

MODERATOR: Teri Jones, Oregon School Employees Association

Sitting still all day is hard on all of us! Join us for a relaxing and centering yoga practice and meditation this morning to start your day off well. This class is suitable for all levels of fitness or yoga practice, so don't feel intimidated. Bring a towel and water and enjoy getting a little movement in your day!



Recognizing Inspiring School Employees (RISE) Award

Because of YOUR advocacy, in 2020 a national award recognizing the important role of school support staff was created.

The purpose of the Recognizing Inspiring School Employees Award is to recognize and promote the commitment and excellence exhibited by classified school employees who provide exemplary service to students in prekindergarten through high school. The U.S. Department of Education has asked the governors of each state and the chief executive of the District of Columbia, Puerto Rico and the outlying areas to nominate up to two classified school employees by Nov. 1 annually. From all of those nominated, the secretary of education then selects a single classified school employee to receive the RISE Award for that school year.

Unfortunately, participation and nominations have been lower than expected, so we need your help. Let's work together to get more states to put forward nominees.

How can I nominate someone?

If your state has a process for submissions, you can directly submit your nomination. If your state doesn't have a process for submission, let's lobby to get a process put in place.

If you are unsure how to begin, look no further. Reach out to the PSRP Department (psrp@aft.org), and we can help walk you through the process.

When are nominations from states due?

States are required to submit their nominations by Nov. 1 every year. This does not leave much time from the start of the school year! Finding your nominees in the spring and early summer gives us all the best chance to put forward nominees.

What does a good nomination look like?

Anytime you can tell a story about how your school support staff nominee goes above and beyond their normal duties, you're doing a great job. For more tips and suggestions, email us for a toolkit that we can share.

Join us in helping to ensure that school support staff get recognized at the state and federal levels for their incredible work!

ORGANIZE!

Safe JOBS NOW

More than 50 years ago on April 28, Workers Memorial Day, the Occupational Safety and Health Act went into effect, promising every worker the right to a safe job—a fundamental right. The law was won because of the tireless efforts of the labor movement, which organized for safer working conditions and demanded action from the government. Since then, unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved lives. But our work is not done. Each year, thousands of workers are killed and millions more suffer injury and illness because of dangerous working conditions that are preventable.

The COVID-19 pandemic devastated working families and highlighted the fundamental right to and importance of a safe job for every worker. Immediately and throughout this crisis, unions and our allies have stepped into action to demand and win protections on the job from this highly contagious virus. We organized for safe jobs and the right to speak out against unsafe working conditions. We won emergency safety protections for health care workers against COVID-19, and are continuing the fight for all. Without federal action to require prevention measures in all workplaces, unions demanded access to the ventilation, personal protective equipment and other measures that protect workers from inhaling the virus at work. The central involvement of organized labor and our allies was the key factor that improved working conditions to save lives.

But our work organizing for safe jobs has not ended. The pandemic exposed our weak laws that have prevented workers from organizing in their workplaces to demand safer working conditions. It also exposed weak job safety laws and a lack of resources that would ensure the

Occupational Safety and Health Administration (OSHA) and the Mine Safety and Health Administration (MSHA) can protect workers. Many employers and workers never see OSHA in their workplace. Penalties are still too low to be a deterrent. Workers are not adequately protected to speak out against unsafe working conditions and to freely join a union without retaliation. As we look to the next 50 years of worker protections under OSHA and MSHA, we must demand Congress strengthen the agencies' authorities and provide them the resources necessary to ensure working people have safe jobs now. There must be action on critical safety and health protections against preventable hazards: infectious diseases, heat illness, workplace violence and silica in mining, and exposure to toxic chemicals that kills tens of thousands of workers each year.

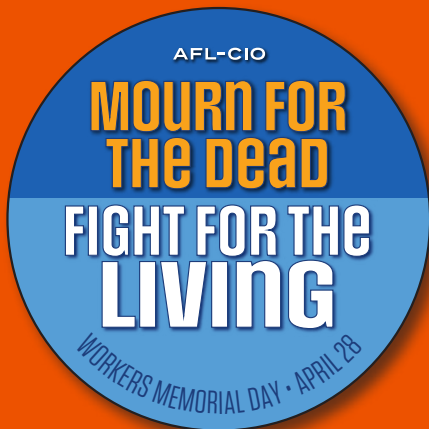
Together, we are raising our collective voices to win stronger safety and health protections in our workplaces and stronger job safety and health laws. We are standing strong to hold workplace safety agencies accountable to create and enforce laws that protect workers, and to hold employers accountable to keep workers safe. We are organizing to raise the baseline level of safety protections for everyone, including those disproportionately impacted by dangerous working conditions.

On April 28, the unions of the AFL-CIO will observe Workers Memorial Day to remember those who have suffered and died on the job, and to organize the fight for safe jobs. We will come together this year to call for action on hazards that cause unnecessary injury, illness and death. We will stand united to strengthen workers' rights and protections, and demand resources and actions needed for job safety enforcement. We will fight for the fundamental right of every worker to a safe job until that promise is fulfilled.

OBSERVE WORKERS MEMORIAL DAY ■ APRIL 28

AFL-CIO

**SATURDAY 11 AM
WORKSHOPS**



FOR ADDITIONAL
INFORMATION, CONTACT
AFL-CIO
SAFETY AND HEALTH
815 BLACK LIVES MATTER
PLAZA NW
WASHINGTON, DC 20006

WEB
**AFLCIO.ORG/
WORKERSMEMORIALDAY**

E-MAIL
OSMAIL@AFLCIO.ORG

PHONE
202-637-5341

#1USAFETY

#WORKERSMEMORIALDAY

#IWMD2022

WORKERS MEMORIAL DAY APRIL 28, 2022

Decades of struggle by working people and our unions have improved working conditions and made jobs safer, but it has not been enough. This year we are coming together to strengthen our rights and protections to ensure everyone can come home safely at the end of a work shift—and without chronic illnesses from toxic exposures at work.

As we grieve those we have lost from workplace hazards, including COVID-19, we must continue to push forward. We must:

- Ensure all workers have the necessary protections from COVID-19 at work.
- Guarantee all workers have a safety voice on the job and the right to freely form a union without employer interference or intimidation.
- Pass the Protecting America's Workers Act (PAWA) to provide OSHA protection to the millions of workers without it, stronger criminal and civil penalties for companies that violate job safety laws, and improved anti-retaliation protections.
- Increase efforts to protect the safety and health of Black, Latino and immigrant workers who are disproportionately affected by and especially targeted for speaking up against unsafe working conditions.
- Increase the job safety budgets and improve job safety enforcement.
- Win new protections on infectious diseases, workplace violence, silica exposure in mining, heat illness, exposure to asbestos and other toxic chemicals, and other hazards.
- Defend hard-won safety and health protections and workers' rights from attacks.

WHAT YOU CAN DO ON WORKERS MEMORIAL DAY

There are many ways to recognize Workers Memorial Day:

- Organize an online campaign to call for stronger safety and health protections using our digital toolkit. Demand that elected officials put workers' well-being over corporate interests.
- Organize an outdoor, socially distanced event at your workplace to stand together to protect the fundamental right to a safe job for every worker and hold your employer accountable for keeping you safe.
- Hold a candlelight vigil, memorial service or moment of silence to remember those who have died on the job, and highlight job safety problems in your community.
- Host an event with members of Congress in their districts. Involve injured workers and family members who can talk firsthand about the need for strong safety and health protections, the ability to speak up against unsafe working conditions, and joining together in union to keep workplaces safe. Invite local religious and community leaders and other allies to participate in the event.
- Conduct workshops to train and empower workers to report job safety hazards and exercise workplace rights. Invite union members, nonunion workers and community allies to participate.
- Create a new memorial site at a workplace or in a community where workers have been killed on the job.
- Create and share an online photo and storyboard campaign on social media to remember workers who have been killed on the job.
- Invite the press to your Workers Memorial Day events to increase public awareness of the dangers working people face on the job.
- Continue to hold our leaders and employers accountable to provide safe working conditions. As a labor movement, we Mourn for the Dead and Fight for the Living on April 28, and every day of the year.

Workshops

SATURDAY, APRIL 23, 11 A.M.—12:15 P.M.

AFT Member Benefits for You and Your Local Union

ROOM: Pershing

PRESENTER: Mary Traeger Pascale,
AFT Member Benefits

MODERATOR: Becky Hespen, Education
Minnesota Osseo ESP

Whether you are a member activist or local officer, the AFT + Member Benefits program adds value to membership in your local union and gives you a reason to reach out and engage with your members. The AFT offers more than 50 benefit programs, many of which include features, services and discounts not available to nonmembers. This workshop will give you information on the benefit programs and spark ideas on how to use the benefits in your local. We'll also discuss two voluntary local-paid benefits: accidental death and dismemberment insurance and occupational liability insurance. Finally, we'll make sure you know where to go for more information when you need it.

Building Strong Union Leadership Teams

ROOM: Hawthorne

PRESENTERS: Cathy Mastronardi, Springfield
Federation of Paraprofessionals

Jessica Smith, AFT Union
Leadership Institute

MODERATOR: Trasell Underwood, Education Austin

Building a strong union is the work of many, not just the president or a single officer of a local union. We'll explore ways to get our union work done through a team—from officers and executive boards to worksite leaders, activists and members. We'll leave this session with lots of ideas on how to build strong leadership teams within our unions.

Creating Successful Career Ladders for PSRPs

ROOM: Majestic F

PRESENTERS: Nicholas Rowe, AFT Research, Strategic
Initiatives and Economic Development

Thomas Vontz, Kansas State University

Hope White, AFT Research, Strategic
Initiatives and Economic Development

MODERATOR: Bernie Kemp, Broward Teachers Union

School and college support staff have a tremendous amount of experience in their schools and communities. But all too often, their paths to moving into different careers within education do not honor that experience. This workshop will explore different pathways that can be set up for PSRPs to move into other education positions.

How the Pandemic Has Highlighted the Importance of PSRPs—and How to Capitalize on It!

ROOM: Gateway A

PRESENTER: Glenn Goldstein, AFT Organizing and
Field Services

MODERATOR: Jeff Grider, Portland Community College
Federation of Classified Employees

It's no secret that school and college support staff are the unsung heroes and the heart and soul of our nation's schools. Support staff are the first and last school employees that our students see each day. Put simply, our schools could not run without us. In the early days of the pandemic, school and college support staff did what we always do: We showed up. The country finally saw a window into all that we do. How do we take that momentum and continue to fight for the things that PSRPs deserve? Join us to talk about ways to continue to amplify our essential work.

Managing Student Behavior (K-12 & Higher Education)

ROOM: Missouri

PRESENTER: Leonard Edmonds, AFT PSRP, retired

MODERATOR: Rhonda Jones, East St. Louis Federation of Teachers

Disruptive or negative behavior can occur in a number of school and college settings, including the playground, the registrar's office, the cafeteria, the front office and the classroom. If you are responsible for students, join this session to learn about student misbehavior and the importance of prevention and early intervention strategies.

Medically Fragile Students

ROOM: Majestic G

PRESENTER: Royale Simms, AFT Legal

MODERATOR: Jeff Whittle, Macolm Intermediate Federation of Paraprofessionals

This workshop will cover the histories, applications and functions of Section 504 of the Rehabilitation Act and the Individuals with Disabilities Education Act. Additionally, we'll discuss common legal issues and precautions that may reduce risk and exposure to liability.

Member Engagement: Combining the New and Old to Be a Stronger Union

ROOM: Gateway B

PRESENTER: Umesh Pakalapati, AFT Organizing and Field Services

MODERATOR: Christel Williams-Hayes, Chicago Teachers Union

As we try to engage members in the midst of a pandemic, in a dramatically changed/changing society, we are all doing our best to find our footing. In this workshop, we will discuss how to combine new and old tools of organizing members for effective member engagement.

Preparing for the Midterms: Mobilizing Members Across All Ideological and Political Spectrums

ROOM: Lucas

PRESENTERS: Brandon Boswell, AFT Political
Patrick Strong, Okaloosa Education Staff Professionals

MODERATOR: Yolanda Fisher, Alliance/AFT (Dallas)

Outsourcing, critical race theory and school funding are just a few of the major "hot button" issues that will be at play during the midterm elections. Come learn how to speak to all your members—Democrats, Independents and Republicans—and grow your local union's political power.

Racial Justice Core Concepts: Module 2, Advancing Racial Justice

ROOM: Majestic H

PRESENTERS: William Pritchett, Affiliate Trainer, Race Forward
Sonny Singh, Affiliate Trainer, Race Forward

MODERATOR: Angie Rivera, Rochester Association of Paraprofessionals

We'll clarify and deepen our understanding of concepts such as racial justice, equity, inclusion, intersectionality, systemic racism and white supremacy—terms that conservatives do not want us to talk or teach about. We'll also identify ways to shift the conversation to address the truth and realities about racism. This is Module 2 of the track on advancing racial justice in our schools and communities, presented by Race Forward and sponsored by the AFT's Union Leadership Institute, but it can be taken as a standalone workshop.

School Bus Issues: Where We've Been and Where We're Going

ROOM: Flora

PRESENTERS: Maeve Kline, AFT Government Affairs
Lauren Samet, AFT PSRP

MODERATOR: Wayne Scott, Colorado Classified School Employees Association

Join us for an informative and interactive workshop to discuss various school bus issues, including electric school buses, seatbelts, training requirements and more. We will also talk about issues on the federal level, including recent funding available and how it impacts schools and bus drivers across the country.

Solidarity Night Rehearsal

ROOM: Crystal Ballroom

PRESENTER: Tom Moran, AFT PSRP, retired

Do you enjoy singing? Do you enjoy camaraderie? Come join the PSRP Solidarity Chorus. Come sketch out a union skit! Let's ready ourselves for Solidarity Night on Saturday.

Summer

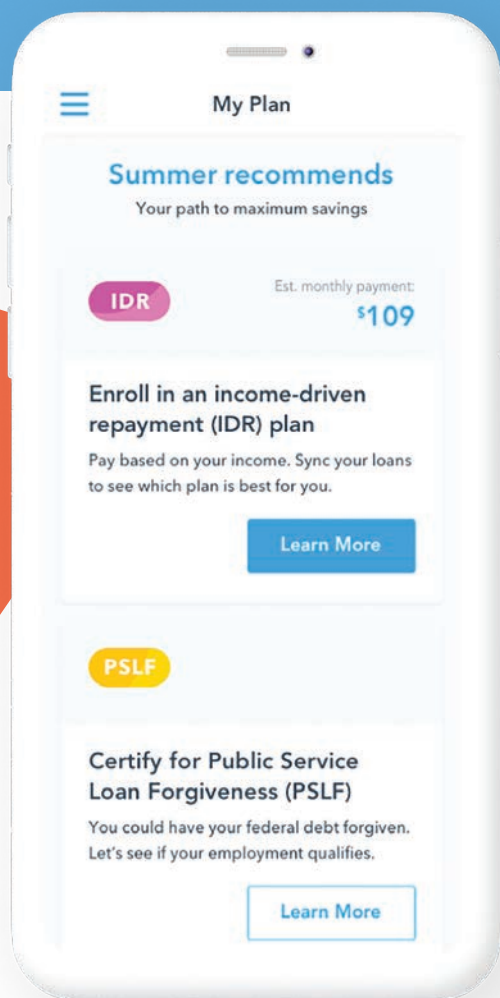
in partnership with



We're here to help you find your path out of student debt

We're simplifying the student loan maze. Join us to easily enroll in savings and forgiveness programs—for free.

"The Summer team checked in and were so supportive, I was never embarrassed to ask them silly questions about my loan situation. Now I'm receiving forgiveness that will really help my family and I'm so excited." - Leslie, EdMN.



Summer makes it **easy to save**

Our solutions are tailor-made to borrowers in public service, such as paraprofessionals and school-related personnel.



Check your eligibility and compare options

We review over 120 savings programs to determine eligibility and provide a side by side comparison to help you choose the best plan.



Sign & submit—all online

We check your forms before submitting to reduce costly mistakes and maximize savings.



Ongoing personalized assistance

Make the most of the PSLF Limited Waiver. Our team are experts in PSLF and provide on-call service. Summer sticks with you, guiding you as your situation changes.

Sign up for Summer today through AFT member benefits at
aft.org/benefits/summer.

SATURDAY 2:30 PM
WORKSHOPS

Workshops

SATURDAY, APRIL 23, 2:30 P.M.—3:45 P.M.

Address Your Thinking and Change Your Life

ROOM: Gateway A

PRESENTER: Leven Chuck Wilson, AFT Health Issues

MODERATOR: Jo Ann Sweat, Buffalo Educational Support Team

Join the AFT's resident mental health expert and learn to manage trauma and triggers that may create barriers in your life. This forum is designed to provide tools and tips to address the psychological and social stressors of work, home and life.

Building a Bargaining Strategy on Economics

ROOM: Majestic F

PRESENTER: Nick Rowe, AFT Research, Strategic Initiatives and Economic Development

MODERATOR: Karen Kennedy, The Federation (Delaware)

Learn how to develop a comprehensive strategy on bargaining on economic issues. We will cover such topics as living wages, cost-of-living increases, hours, healthcare, paid professional development, sick leave and more!

Different Dimensions of Racism: Module 3, Advancing Racial Justice

ROOM: Pershing

PRESENTERS: William Pritchett, Affiliate Trainer, Race Forward
Sonny Singh, Affiliate Trainer, Race Forward

MODERATOR: Kathy Chavez, Albuquerque Federation of Classified Professionals

We'll explore four different dimensions of racism—internalized, interpersonal, institutional and structural—and identify different strategies for making change, especially systems change. This is Module 3 of the track on advancing racial justice in our schools and communities, presented by Race Forward and sponsored by the AFT's Union Leadership Institute, but it can be taken as a standalone workshop.

Federal and State Legislative Update: Lobbying and Moving Policies That Are Good for School and College Staff

ROOM: Lucas

PRESENTERS: Jennifer Scully, AFT Government Affairs
Hope White, AFT Research, Strategic Initiatives and Economic Development

MODERATOR: Teri Jones, Oregon School Employees Association

Over the last several years, it has been clear how federal, state and local elections matter. The start of the Biden-Harris administration and the 117th Congress has been busy and exciting. But there is still work to do on both the national and state level. By and for the people means that we all must participate. Join us to talk about the landscape, engaging with elected officials and, of course, what issues we must continue to push forward on.

Powerful Partnerships: Building Our Organizing Strength through Member and Family Engagement

ROOM: Majestic G

PRESENTER: Jonathan Rodrigues, AFT Human Rights and Community Relations

MODERATOR: Kris Schwarzkopf, Toledo Federation of Teachers

AFT PSRP members and families work together every day for the academic and social-emotional growth of students and the success of our school communities. The work of uplifting family voice and advocacy, alongside PSRP educators' expertise and internal organizing, are essential building blocks to take this powerful partnership to the next level. This workshop will explore the unique opportunity for family engagement with AFT members and some useful organizing tactics for internal and external engagement to win thriving school communities.

Solidarity Night Rehearsal

ROOM: Crystal Ballroom

PRESENTER: Tom Moran, AFT PSRP, retired

Do you enjoy singing? Do you enjoy camaraderie? Come join the PSRP Solidarity Chorus. Come sketch out a union skit! Let's ready ourselves for Solidarity Night on Saturday.

Telling Our Stories: Raising PSRP Voices

ROOM: Hawthorne

PRESENTER: Violet Knoll, AFT PSRP

MODERATOR: Trasell Underwood, Education Austin

Stories are powerful. They give us a glimpse into the personal, helping our experiences and perspectives come alive. As the lives of school and college support staff were upturned by the pandemic, there is now—more than ever—an urgency in telling the big and small ways that we went above and beyond for our students. This workshop will explore how to tell our stories in ways that resonate with our communities and help us advocate for change.

Training Union Stewards

ROOM: Gateway B

PRESENTERS: Jessica Smith, AFT Union Leadership Institute

Carl Williams, Lawndale Federation of Classified Employees

MODERATOR: Donna Jackson, Detroit Federation of Paraprofessionals

At the AFT, we have a lot of different ways to describe shop stewards—from worksite leaders and site reps to building reps, chapter leaders and more! No matter what term you use for the union representative at a worksite level, that role is key to having a strong union. We'll look at ways to train union stewards, structure their work and ensure that every steward can be successful.

Transitioning to Safer Chemicals

ROOM: Flora

PRESENTER: Keith Wrightson, AFT Health Issues

MODERATOR: David Gray, Oklahoma City Federation of Classified Employees

AFT members and the workforce nationwide use thousands of chemicals every day. While many of these chemicals are suspected of being harmful, only a small number are regulated in the workplace. Considering safer alternatives to hazardous chemicals is not a new approach. Thinking about safer alternatives allows employers and workers to identify solutions, rather than continuing to evaluate the problem. This workshop covers a proactive approach to reducing the use of hazardous chemicals in the workplace by transitioning to safer alternatives.

Understanding and Supporting Students' Social-Emotional Needs

ROOM: Missouri

PRESENTER: Karen Palmerini, Middle Country Teachers Association, AFT National Trainer

MODERATOR: Sandy Thompson Wallace, Totem Association of Educational Support Personnel

This session will introduce you to the latest research on social-emotional learning. You will gain practical ways in which you can support students in five foundational competencies essential for child development at school, at home and in their communities: self-awareness, social awareness, responsible decision-making, self-management and relationship skills.

Worksite Complaints

ROOM: Majestic H

PRESENTERS: Glenn Goldstein, AFT Organizing and Field Services

Royale Simms, AFT Legal

MODERATOR: Karen Arthmann, Rush-Henrietta Employees' Association

Join us to learn how to identify and address worksite issues to build union power and enforce your contract. In this workshop, participants will learn how to identify a contract grievance and discuss the strategic use of grievances in the workplace.



sharemy lesson

On the AFT's **Share My Lesson**, you can connect with school paraprofessionals and support staff from across the country and collaborate on best ideas and resources for your school and students.

Share ideas and resources with bus drivers, food service workers, paraprofessionals, custodians and front office personnel. You'll **find new resources and professional development webinars** on managing student behavior, preventing bullying and staying safe and healthy on the job.

Access it all for free at www.sharemylesson.com/community/groups/psrp.



Workshops

SUNDAY, APRIL 24, 9 A.M.—10:15 A.M.

Effective Communications

ROOM: Majestic H
PRESENTER: Imani Sims, AFT PSRP
MODERATOR: Karen Riggelman, Jefferson Federation of Teachers

It is a common fallacy that if you tell someone something, you have communicated with them. As George Bernard Shaw said, “The biggest problem in communication is the illusion that it has taken place.” Effective communication occurs when someone understands a message as intended. Communication is a complex process involving verbal, nonverbal and listening aspects, and the role of effective communication in the school and college environment is critical. This workshop addresses some tools for how to be direct but gracious in your conversations.

Fighting Food Insecurity: Making School Meals for All a Reality

ROOM: Majestic F
PRESENTERS: Violet Knoll, AFT PSRP
 Jennifer Scully, AFT Government Relations
MODERATOR: Patrick Strong, Okaloosa Education Staff Professionals

The AFT has long advocated for universal school meals. Research shows that students who receive school meals are less likely to face negative academic and developmental effects, making school meals for all an important part in our fight for educational equity. In this workshop, we will discuss the current policy landscape for school meals and brainstorm ways to make school meals for all a permanent reality.

Implicit Bias and Choice Points: Module 4, Advancing Racial Justice

ROOM: Pershing
PRESENTERS: William Pritchett, Affiliate Trainer, Race Forward
 Sonny Singh, Affiliate Trainer, Race Forward
MODERATOR: Jeff Grider, Portland Community College Federation of Classified Employees

Racism can be conscious or unconscious, at both the individual and institutional levels. We’ll learn about and practice using the “Choice Points” tool for everyday decision-making opportunities, to consciously prevent bias and harm while advancing racial justice in our schools, school districts, campuses and communities. This is Module 4 of the track on advancing racial justice in our schools and communities, presented by Race Forward and sponsored by the AFT’s Union Leadership Institute.

Intro to Campaign and Strategic Research

ROOM: Flora
PRESENTER: Brad Murray, AFT Research, Strategic Initiatives and Economic Development
MODERATOR: Tina Solórzano-Fletcher, AFT Guild, San Diego Community College District

Strategic research is essential to winning a variety of campaigns. This workshop will give you an overview of what strategic research is, show you tools you can apply to your work, and give you an opportunity to practice and apply these new tools.

Introduction to Robert’s Rules for Leading Effective Meetings

ROOM: Hawthorne
PRESENTER: Royale Simms, AFT Legal
MODERATOR: Kris Schwarzkopf, Toledo Federation of Teachers

This workshop will cover the basic concepts under Robert’s Rules of Order to enable participants to lead effective meetings. Participants will learn about the order of business at a meeting, common motions and the role of the presiding officer.

Moving New Members to Action

ROOM: Gateway B

PRESENTERS: Erica McDuffie, AFT Organizing and Field Services
Umesh Pakalapati, AFT Organizing and Field Services

MODERATOR: Shellye Davis, Hartford Federation of Paraprofessionals

We know that PSRPs win when they stand together and take collective action. How do we engage and mobilize new members so that they are active from the first day of their union membership? This workshop discusses strategies to strengthen worksite structures and increase member activism.

Playing to Strengths with Students with Disabilities—and Bettering the Needs of All Our Students

ROOM: Gateway A

PRESENTER: Debbie Wright, Middle Country Teachers Association, AFT National Trainer

MODERATOR: Donna Jackson, Detroit Federation of Paraprofessionals

In this workshop, participants will develop a mindset shift from a deficit model to one that focuses on student strengths when working with students with disabilities. High incidence disabilities will be identified and appropriate accommodations will be reviewed to help support students with disabilities in accessing the curriculum. Once we can focus on the strengths of our students and identify appropriate accommodations, we can provide our students with the tools necessary for success.

Proactively Managing Conflict in the Workplace

ROOM: Majestic G

PRESENTER: Evan Lundeen, AFT PSRP

MODERATOR: Bernie Jiron, Denver Federation for Paraprofessionals & School Nutrition Service Employees

Conflict, at its core, is nothing more than a disagreement. Disagreements, when handled properly, can be a unifying growth opportunity, but when mishandled, they quickly become divisive and destructive. This training is designed to give you the tools and techniques to ensure conflicts are productive rather than destructive. Throughout the training, we will explore the roots of conflict, the role communication (or lack thereof) plays in conflict, and practical techniques to resolve disagreements. You will walk away from this training with new skills to help you proactively and productively address conflict in your workplace.

PSRPs Running for Local Office

ROOM: Lucas

PRESENTERS: Brandon Boswell, AFT Political
Cerssandra McPherson, Toledo Federation of Teachers

MODERATOR: Yolanda Fisher, Alliance/AFT

Ever thought of running for office? Want to make sure your union has a voice at the decision table? Learn what it is like to run for public office and learn about the programs and resources available to support members interested in running.

School and College Funding: How It Works and Helps Our Communities

ROOM: Missouri

PRESENTER: Ed Muir, AFT Research, Strategic Initiatives and Economic Development

MODERATOR: Cathy Mastronardi, Springfield Federation of Paraprofessionals

School funding can seem complicated and technical. Still, knowing this information can help you as a unionist and community member to understand all the different ways that our schools and colleges get funding, where it all goes and how we can have our say about it and fight for the additional resources that our schools and students need.

NOTES

NOTES

Conference Schedule

FRIDAY, APRIL 22

9 a.m.	Registration and Information Desk Opens	Majestic Foyer
Noon–7 p.m.	Exhibits	Majestic Foyer
1–2 p.m.	Orientation for First-Time Attendees	Missouri
2:15–4:15 p.m.	Mini Plenary Sessions <ul style="list-style-type: none"> • How to Run a PSRP Issue Campaign • Leadership Training for New Leaders • Organizing and Community Building 	Majestic F-H Gateway AB Crystal Ballroom
4:30 p.m.	Job Classification Breakouts (see page 15 for rooms)	
7 p.m.	Opening General Session: PSRPs Are Championing the Promise and Purpose of Public Education	Majestic A-D
8:30 p.m.	Reception	Majestic Foyer

SATURDAY, APRIL 23

7 a.m.	Registration and Information Desk Opens	Majestic Foyer
7 a.m.	Continental Breakfast	Majestic Foyer
8 a.m.	Workshops (see page 18 for rooms)	
9:30 a.m.	General Session: Championing the PROMISE of Public Education	Majestic A-D
11 a.m.	Workshops (see page 21 for rooms)	
12:30 p.m.	Luncheon: Championing the PURPOSE of Public Education	Majestic A-D
2:30 p.m.	Workshops (see page 23 for rooms)	
7 p.m.	Solidarity Night	Crystal Ballroom

SUNDAY, APRIL 24

7:30 a.m.	Registration and Information Desk Opens	Majestic Foyer
7:30 a.m.	Staffing Shortages Listening Session	Majestic A-C
9 a.m.	Workshops (see page 25 for rooms)	
10:30 a.m.	Closing Plenary Session: Hear Us Roar	Majestic A-C



A Union of Professionals

American Federation of Teachers, AFL-CIO
555 New Jersey Ave. N.W. • Washington, DC 20001 • 202-879-4400



aft.org



AFTunion



@AFTunion



AFTunion

Twitter @PSRP_AFT and @AFTunion #PSRP22