

**2024 NYSUT SRP LEADERSHIP CONFERENCE**  
October 25–27, 2024 — Crowne Plaza: The Desmond Hotel, Albany

## WORKSHOP DESCRIPTIONS

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**WORKSHOP SESSION I**  
**SATURDAY, OCTOBER 26**  
**10:30 A.M. – 12:30 P.M.**

**1. Activism, Advocacy and Problem Solving through an SRP Council - This workshop has been cancelled**

Would you like to tap into the experience and knowledge of the leaders in your region? Would you like to share best practices and training ideas with other locals in your region? SRP councils do all that and more.

This workshop shows NYSUT School-Related Professional leaders the benefits of joining or forming an SRP council. Similar to county teacher associations, SRP councils are designed to address regional issues facing SRP members. Topics covered will include: How to build an SRP council in your region; Developing a leadership team; Services a council can provide to its participants; Benefits an SRP council can provide on local and statewide levels; and planning meetings and yearly activities. This workshop will also include best practices from the 20-year history and success of the Central New York SRP Council.

**2. Partnering for Professional Learning: Paraprofessionals (ELT) *NEW!***

This seminar is designed for the new member who is working with teacher assistants. Participants will explore the roles and responsibilities of Teaching Assistants, as well as characteristics that describe effective teaching assistants. Scenarios and strategies will be used to introduce techniques that will lead to a positive working relationship between teachers and assistants. The seminar's interactive activities will model how these techniques can be implemented in a teacher's practice. The content will be mindful of the diverse learners and backgrounds present in a classroom. Participants will have an opportunity to prepare next steps needed to integrate effective teaching assistant practice into their daily routines.

**3. Service with a Smile: Why Customer Service in Schools Matters (ELT) *NEW!***

This seminar is for participants who desire to explore the characteristics of quality customer service within their educational environment (virtually or site-based). Strategies will be shared to incorporate strong customer skills into participant's daily practice. Examples will be shared of positive outcomes resulting from creating welcoming atmospheres in school districts. Attention will be paid to what can be done on a personal level to promote service with a smile based on various roles in the school district. Participants will engage in conversations and create scenarios that will help develop specific strategies that can be implemented immediately.

**4. The New AB-Normal...A Toolbox for Local Leaders *NEW!***

The world has changed, as did the way Locals interact with members, community, and administration. This workshop recreates tried and true techniques to fit the changing new ways we operate as a Union. Explore ways to navigate the new "Ab-Normal" through this hands-on workshop based on a user-friendly "toolbox" resource guide. Participants are welcome to share their Union events and projects that increased member participation, community outreach or invigorated your local.

**5. Youth Mental Health First Aid – Part 1 *NEW!***

Youth Mental Health First Aid is designed to teach parents, family members, caregivers, teachers, school staff, peers, neighbors, health and human services workers, and other caring citizens how to help adolescents (age 12-18) experiencing a mental health or addiction challenges or crises. Offered by Mental Health Association in New York State. The certification is valid for 3 years upon completion.

***Note:*** *This workshop is a continues in workshop 16. Participants must attend the entire two-part workshop **This training requires 2 hours of self-paced pre-work to be completed prior to attending the in-person session on October 26.***

***This training is limited to 25 participants.***

**6. Active Violence Emergency Response Training (AVERT) – Part 1**

Active Violence Emergency Response Training (AVERT) gives you the confidence and tools you need to assess and react quickly in an active shooter situation, and how to apply stop the bleed practices during life-threatening bleeding situations. The in-person session includes dynamic hands-on training, and realistic drills. Please visit the AVERT website for more information.

**Students must enroll and complete the online portion of this course before October 24, 2024. The course will be available online starting October 10, 2024.** The online portion of the class takes 30 minutes to complete, it is self-paced and can be completed over several days. Students must bring a printed certificate of completion of the online version with them to the conference. During the conference, you will complete the in-person component of the course on October 21. You must attend both sessions at the conference to complete this class.

Upon successful completion, participants will receive a certificate from AVERT, a nationally recognized provider.

***Note:*** *This session continues in workshop 12. Participants must attend the entire two-part workshop.*

**Maximum 36 participants.**

**7. Motivating People to Act with AHUY!**

Being asked to speak to co-workers about supporting an issue, or doing something that helps our union can be nerve-wracking. Wouldn't it be great if there were an easy formula anyone could follow to help them successfully navigate these conversations? Luckily, there is—it's called AHUY, and it will give you the structure and the confidence you need to hold conversations that move your co-workers to action. Join us, learn the method, and then bring it back to your local to expand the number of people having one-to-one conversations about issues important to your local.

**8. Is Your Job Making You Feel Stressed? *NEW!***

Many workers in educational and health care settings suffer from burn-out, stress, PTSD, anxiety, and depression. While the media focus has been to treat mental health as an individual problem, the unspoken or hidden root is often the increased workload, staffing shortages and the poor working conditions. This seminar will explore this concept and how identifying the root causes of the workplace environment is an organizational tool to advocate for better working conditions. Attendees will receive handouts. Group participation encouraged.

**WORKSHOP SESSION II**  
**SATURDAY, OCTOBER 26**  
**2:30 P.M. – 4:00 P.M.**

**9. Building Rep 101 *NEW!***

One of the most important roles in the Union is that of Building Rep or Chapter Leader. These are the “go to” folks when members have questions or are faced with a challenge. In this workshop we will examine the basics to being an awesome Building Rep or Chapter Leader. Topics to be covered will include daily challenges of representing members (advocacy), basic contract administration, ways to promote the Union and build union capacity and basis laws that govern the union/management relationship. New activists are encouraged and seasoned advocates are welcome to share their experiences.

**10. Friends, Enemies and Allies**

When we need to organize – whether for contract negotiations, fighting layoffs, or a safe workplace, we need to know who is on our side and who is not. Who in the community can we rely on? What about the school board? Other unions? We will walk through how to identify people and organizations that can hurt or help us, and how to build relationships and alliances to achieve our goals.

**11. Presidents Roundtable**

Shaping a stronger future for SRPs requires leadership and collective strength at both the state and local levels. During this open forum, local presidents and chapter chairs will have an opportunity to share union and workplace issues of importance to their members with NYSUT Second Vice President Ron Gross, and with the SRP At-Large Directors.

**Note: *You must be a local president, chapter chair or their designee to attend.***

**12. Active Violence Emergency Response Training (AVERT) – Part 2**

**Note: *This workshop is a continuation of workshop 6. Participants must attend the entire two-part workshop.***

**Maximum 36 participants**

**13. Sticks & Stones: Understanding and Challenging Implicit Bias Microaggressions & Stereotypes–Part 1**

Implicit Bias refers to the attitudes, beliefs or stereotypes that affect our understanding, actions and decisions in an unconscious manner. These biases often manifest in the forms of microaggressions and stereotypes. Everyone has implicit bias, but few of us are aware of it and how it impacts our daily experiences. For school employees, implicit bias may have a negative effect on our students’ behavior and academic outcomes. This workshop will share real-life examples of implicit bias, microaggressions and stereotypes, how they impact our schools and provide practical strategies to address and confront them in ourselves and others. Participants will: Define implicit bias and identify key characteristics; define microaggressions and identify key characteristics; define stereotypes and identify key characteristics; and identify specific steps and strategies to challenge implicit bias, microaggressions, and stereotypes.

**Note: *This session continues in workshop 19. Participants must attend the entire two-part workshop.***

**14. NYS Employees’ Retirement System (ERS) Workshop**

This workshop covers the critical elements involved in pension benefit calculation in order to maximize these benefits. Included will be information on how and when to contact NYSLERS. Questions are welcomed. **NOTE: *This workshop is for all SRPs EXCEPT teaching assistants, New York City paras and secretaries (who have their own city system) and members of private sector locals.***

### 15. NYS Teachers' Retirement System (TRS) workshop

This workshop is for teaching assistants and focuses on retirement system benefits, eligibility, final average salary and retirement options. Questions about this important life decision are welcome.

### 16. Youth Mental Health First Aid – Part 2

**Note:** This workshop is a continuation of workshop 5. **Participants must attend the entire two-part workshop** *This training requires 2 hours of self-paced pre-work to be completed prior to attending the in-person session on October 26.*  
**This training is limited to 25 participants.**

## WORKSHOP SESSION III

SUNDAY, OCTOBER 27

9:00 A.M. – 11:00 A.M.

### 17. Creating Safer Spaces for LGBTQ Students (ELT) *NEW!*

This seminar encourages discussions and provides a deeper awareness of the supports needed for LGBTQ students to thrive. We will review national statistics from GLSEN's National School Climate Survey, share resources and tools for creating an inclusive school environment, and focus on how educators can create classrooms free of bullying and harassment for LGBTQ students.

### 18. Green Cleaning: Transition to Safer Chemicals

NYSUT 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. As a result, workers suffer more than 190,000 illnesses and 50,000 deaths annually related to chemical exposures. Workplace chemical exposures have been linked to cancers, and other lung, kidney, skin, heart, stomach, brain, nerve, and reproductive diseases.

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. Course topics include identification, evaluation, assessment, and implementation of safer chemical alternatives.

**Note:** *This workshop is especially applicable for professionals in custodial and maintenance, food service, paraeducators, security skilled trades and transportation.*

### 19. Sticks & Stones: Understanding and Challenging Implicit Bias Microaggressions & Stereotypes – Part 2

**Note:** *This workshop is a continuation of workshop 13. Participants must attend the entire two-part workshop.*

### 20. Contract Exchange

This workshop examines some of the unique issues SRP members face and explores how they can be addressed at the bargaining table. Topics to be covered are wages, health benefits, seniority, and release time. There will be an opportunity to review contract language and develop strategies for bargaining.

## **21. NYSUT Member Benefits Programs and Services: The Value of Membership**

For over 40 years, NYSUT Member Benefits has provided access to a variety of endorsed voluntary, group and free benefits. This workshop reviews the scope of these offerings including the long-standing insurance programs, legal services, financial planning tools as well as newer features such as Discounts & Deals, the Legal Assistance Plan, Peer Support Line and the Calm App.

## **22. Internal Communications Strategies: The Member Newsletter *NEW!***

Engage your members in your local union work through written communication. This workshop will explore internal communications with a concentration on the member newsletter. It will give participants an understanding of the components of a successful newsletter, content creation, composition, scheduling and the work involved in assembling a team to produce your newsletter. We will focus on understanding the components of newsletters formatted for print, which may easily be delivered electronically. Participants will try their hands at producing and editing some content.\*

\*Pre-work required. Maximum 25 students.

**Note:** *Pre-work required: Participants will receive emailed instructions Sept. 30, 2024. Pre-work must be completed and returned electronically before October 22, 2024. (If you are registering on behalf of someone else, please ensure we have their correct email address and that they know that pre-work is required.)*

## **23. Working Safely in Schools: Preventing Illness and Injuries When Toileting Students (ELT)**

For SRPs who work with students who need assistance with toileting/diapering. Learn the precautions to take to prevent exposures and injuries. The seminar focuses on exposure to diseases and transmission. Also highlighted are the components of the OSHA Bloodborne Pathogens Standard and its enforcement, the physical risks of manual lifting and what equipment and devices can eliminate risks. You'll get tips on the tools to help you assess equipment needs, as well as strategies on approaching administration about liability concerns.

## **24. How to Handle Challenging Administration**

Knowing how to deal with difficult people and situations will make the day-to-day running of your local (and your own workday) smoother and less stressful. In this workshop participants will learn strategies for staying calm in a variety of challenging situations and will practice moving forward toward successful working relationships.