

# 2018 NYSUT SRP LEADERSHIP CONFERENCE

OCTOBER 12-14, 2018 – DESMOND HOTEL, ALBANY

## WORKSHOP DESCRIPTIONS

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### WORKSHOP SESSION I

SATURDAY, OCTOBER 13

10:30 AM – 12:30 PM

#### 1. Active Shooter – **NEW!**

Gun violence can occur in every type of workplace. The threat of an active shooter is still a strong concern in the larger issue of workplace violence. In this workshop, participants will: understand the importance of pre-crisis planning for active shooter response in any workplace; learn “active shooting crisis phase” skills; differentiate situational awareness survival skills in all five phases; and understand the importance of post-crisis response and planning.

#### 2. CPR/AED (Automated External Defibrillator) – Part 1

This two-part workshop, certified by the American Safety & Health Institute, teaches principles of basic life support for adults, children and infants. Participants will learn the latest guidelines for CPR and emergency cardiac care, starting with how to assess the scene of an emergency and take stock of the victim's condition. Included are hands-on activities, how to perform one-rescuer CPR and rescue breathing and how to manage choking in a conscious person. You will also learn the proper use of an AED (automated external defibrillator).

***NOTE: Registration for this workshop is limited to 20 and continues in workshop #10. Participants must be in attendance for the entire two-part workshop in order to receive a course completion certificate.***

#### 3. Compassion Fatigue

Compassion fatigue has been defined as a combination of physical, emotional, and spiritual depletion associated with caring for others who are in constant emotional or physical distress. You may even work harder and continue to give to others until you may feel out of balance. Caring for someone or working in an environment that depletes you can strain even the most resilient people and this emotional and physical stress is extremely common. This workshop identifies risk factors for and signs of caregiver stress and compassion fatigue and will provide tools and resources for managing its impact.

#### 4. Engaging Members in the Work of the Union Post Janus – **NEW!**

This session presents a connection between engaging members and engaging the community using traditional organizing practices: identifying members, their issues and interests; improving the degree of member participation in essential union functions; seeking to involve every member in the union; developing relationships between leaders of the locals and members; and providing opportunities to develop future local leaders.

#### 5. School Emergency Planning: The Role of the SRP

New York school districts are required to have school safety or emergency plans in place. Do you know what is in your school building or district's plan? Come hear what the requirements for planning are in this timely workshop, which will focus on the role of SRPs in emergency preparedness planning.

#### 6. Negotiating Your Contract like a Ninja – **NEW!**

Learn the basic steps to prepare your SRP members for the negotiations process and bargaining including: surveys on issues and methods of communicating negotiation updates to members; best practices for preparation and presentation of proposals; effective bargaining team decision-making strategies; across the table tactics; and how to decide the key issues to focus on during bargaining, including provisions of interest to SRPs.

## **7. Dignity for All Students Act (DASA) – What SRPs Should Know\* – NEW!**

The Dignity Act maintains that it is the policy of the State of New York to afford all students in public schools an environment free of discrimination and harassment (Education Law 10). This interactive two hour overview examines harassment, discrimination and bullying as it relates to the Dignity Act. The seminar will focus on specific aspects of the Dignity Act that are important for School-Related Professionals to know.

*\*This training does not fulfill the state requirements for six clock hours of coursework or training in the Dignity Act in accordance with Article 2 Sections 10-18 of the Education Law.*

## **8. Communications: Internal Communications**

Mobilizing, informing and activating your members is more important than ever. This workshop demonstrates the benefits and best practices of various communications platforms and strategies – from websites, blogs, texts, video, and group sites. Learn guidelines for timely, effective communication.

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### **WORKSHOP SESSION II** **SATURDAY, OCTOBER 13** **2:00 PM – 4:00 PM**

## **9. Active Shooter – NEW!**

Gun violence can occur in every type of workplace. The threat of an active shooter is still a strong concern in the larger issue of workplace violence. In this workshop, participants will: understand the importance of pre-crisis planning for active shooter response in any workplace; learn “active shooting crisis phase” skills; differentiate situational awareness survival skills in all five phases; and understand the importance of post-crisis response and planning.

## **10. CPR/AED (Automated External Defibrillator) – Part 2**

This two-part workshop, certified by the American Safety & Health Institute, teaches principles of basic life support for adults, children and infants. Participants will learn the latest guidelines for CPR and emergency cardiac care, starting with how to assess the scene of an emergency and take stock of the victim's condition. Included are hands-on activities, how to perform one-rescuer CPR and rescue breathing and how to manage choking in a conscious person. You will also learn the proper use of an AED (automated external defibrillator).

***NOTE: Registration for this workshop is limited to 20 and is a continuation of workshop #2. Participants must be in attendance for the entire two-part workshop in order to receive a course completion certificate.***

## **11. Compassion Fatigue**

Compassion fatigue has been defined as a combination of physical, emotional, and spiritual depletion associated with caring for others who are in constant emotional or physical distress. You may even work harder and continue to give to others until you may feel out of balance. Caring for someone or working in an environment that depletes you can strain even the most resilient people and this emotional and physical stress is extremely common. This workshop identifies risk factors for and signs of caregiver stress and compassion fatigue and will provide tools and resources for managing its impact.

## **12. 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. *Participants must email a PDF of their current contract to [twaldenm@nysutmail.org](mailto:twaldenm@nysutmail.org) by Sept. 16, 2018.*

### **13. Communications: Public Relations and Your Varied Audiences**

The session focuses on how to get your local's message out to various publics through the media and other platforms; framing the argument; developing talking points on current education issues; and incorporating your members into the communications strategy. Practice opportunities will be incorporated, using print and electronic media situations."

### **14. Presidents and Chapter Chairs 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.

### **15. Dealing with Difficult Students in the School Environment**

This seminar will offer strategies for dealing with students who exhibit chronic and extreme misbehavior, including violence. Participants will learn what motivates students to misbehave; intervention techniques to use at the moment of misbehavior; how to avoid and defuse confrontations, and ways to reinforce desirable behavior.

### **16. Setting the Table for Successful Bargaining**

Rising health care costs, layoff prospects, tax cap constraints...In difficult times, the outlook may appear bleak for locals faced with bargaining. How does the current economic and post-Janus climate affect your bargaining strategy? What can/should/must locals consider this year to be successful in negotiations? Participants will learn how to strategically prepare their bargaining teams and members for upcoming negotiations.

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## **WORKSHOP SESSION III**

### **SUNDAY, OCTOBER 14**

### **9:00 AM – 11:00 AM**

### **17. Motivating Students through Music: A Whole Child Approach**

This seminar will seek to enhance the skills and knowledge needed to empower educators to impact the life of students inside and outside of the classroom through music, lyrics, and poetry. Music speaks to the heart of caring individuals when faced with struggles and hardship in the school setting. Words are the key to bringing about change in the life of a child. Motivating Students through Music: A Whole Child Approach empowers educators to use the arts to engage students in learning and to promote positive behavior.

### **18. Medical Protocols for Medically Fragile Students**

The increasing population of children with multiple disabilities and medical complexities continues to challenge each health care professional, and care coordination services are critical to these children and their families. This workshop discusses complex medical needs, interventions, and technologies such as tube feeding, IV lines, catheterization, ostomy appliances, dialysis, and respiratory devices. Also included will be contraindications, recognition of medical problems requiring referral, monitoring, and equipment planning.

### **19. How to Successfully Pass your Civil Service Exam – Clerical – NEW!**

This seminar will review the procedures to apply for a Civil Service Exam. Participants will have an opportunity to practice answering sample civil service questions, engage in some discourse around each question and learn tips to successfully pass the clerical exam.

## **20. NYSUT Member Benefits Programs and Services: What Your Union Does for You!**

Often the member's only contact with NYSUT is through the regional office and labor relations specialist. What else does your union do for you? This workshop reviews the many additional programs and services available to NYSUT members including legal services, financial planning, communications assistance and endorsed plans available through NYSUT Member Benefits.

## **21. How to Handle Challenging Administration – NEW!**

Knowing how to deal with difficult people and situations will make the day-to-day running of your local (and your own work day) 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.

## **22. Standing Up to Workplace Bullying**

Workplace bullying is pervasive in the United States and is especially so in school settings, where employees report being bullied at nearly three times the national average. Bullying behavior may take many forms, including threats and even physical violence, and has a devastating effect on worker well-being and quality of life. In this workshop, participants will learn how to recognize bullying behavior in the school workplace setting and practice strategies to stop and prevent it. Also covered will be a range of individual, union and institutional strategies for addressing the problem.

## **23. The Grievance Process**

When a member wishes to file a grievance, union leaders must know how to respond effectively and efficiently. This workshop will help participants identify and initiate a grievance. Among topics covered will be: definitions, advocacy roles, investigatory steps and presentation.

## **24. Bully, Bullied or Bystander**

Enacted on July 1, 2012, the Dignity for All Students Act (DASA) put in place procedures for the creation of school environments free of discrimination and harassment. This session provides an overview of DASA and its impact on the school environment. It includes a definition of the various types of bullying, the roles and responsibilities of people involved in bullying - bully, victim, bystander - and strategies to help prevent or decrease bullying.