

2021 NYSUT SRP LEADERSHIP CONFERENCE
OCTOBER 29-31, 2021 – HILTON HOTEL, SARATOGA SPRINGS

WORKSHOP DESCRIPTIONS

WORKSHOP SESSION I
SATURDAY, OCTOBER 30
10:30 AM – 12:30 PM

1. NYSUT Stronger than Ever New!

Thanks in large part to our School-Related Professionals, we are in a position to strongly advocate for all NYSUT members and students at the state and national levels. We now have allies in the White House, Congress and here in Albany that have made room for us at the table. While we have much to celebrate, we must not become complacent. As Frederick Douglas said: “Power concedes nothing without demand. It never has and it never will.” In this session, you’ll hear about where we are and what we can do to maintain and gain our influence in the political arena. You’ll learn new and exciting ways to get involved to ensure our union stays strong.

2. How to Run an Issues Campaign New!

How can we engage our members to fix a workplace issue? What can we do to show members the power they have as union members? This workshop will focus on how to identify and build campaigns around workplace problems that can be used to organize our members and build power.

3. Effective Communication – Part 1 New!

Join us for a two-part series on tips, tricks and tools for speaking confidently. We will walk you through ways to look and sound confident, while also helping you to structure a speech in the most impactful way. In the second part of the class, we’ll take those lessons learned and integrate them into a “Respect School-Related Professionals/SRP” campaign. You’ll leave this training ready to speak up proudly for yourself and your union!

Note: This session continues in workshop 11. *Participants must be in attendance for the entire two-part workshop. **Maximum 20 participants.***

4. Sticks & Stones: Understanding and Challenging Implicit Bias Microaggressions & Stereotypes - Part 1 New!

Implicit Bias refers to the attitudes, beliefs or stereotypes that affect our understanding, action 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 12. *Participants must be in attendance for the entire two-part workshop.*

5. How to Use Professional Development to Build Power (ELT) New!

School-Related Professionals are vital to their workplaces and deserve the same professional development (PD) opportunities. This workshop will discuss how to build power and gain respect for

our work through PD opportunities. We will cover advocating for in-service PD time, the importance of PD that is relevant to our work, career advancement, and more.

6. Activism, Advocacy and Problem Solving through an SRP Council New!

This workshop is designed to present NYSUT School-Related Professionals 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.

7. Work, COVID and Compassion Fatigue New!

Balancing the responsibilities of life and work during a pandemic has created the perfect storm to feel worn out and overwhelmed. This workshop will help to identify the risk factors that can contribute to compassion fatigue and will provide tools and resources for managing the impact on your health and wellness.

8. Friends, Enemies and Allies New!

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.

WORKSHOP SESSION II
SATURDAY, OCTOBER 30
2:00 PM – 4:00 PM

9. NYSUT Stronger than Ever *(Additional Session—Choose only one session)* New!

Thanks in large part to our School-Related Professionals, we are in a position to strongly advocate for all NYSUT members and students at the state and national levels. We now have allies in the White House, Congress and here in Albany that have made room for us at the table. While we have much to celebrate, we must not become complacent. As Frederick Douglass said: “Power concedes nothing without demand. It never has and it never will.” In this session you’ll hear about where we are and what we can do to maintain and gain our influence in the political arena. You’ll learn new and exciting ways to get involved to ensure our union stays strong.

10. Creating Unity in a Diversified Local

There are dozens of job titles within the union’s School-Related Professionals constituency group. If your bargaining unit represents members from numerous job titles, this workshop will help you explore how to understand and appreciate those differences, engage your members, and tap into that diversity to create a unifying strength.

11. Effective Communication (Part 2) New!

This session is a continuation of workshop 3. *Participants must be in attendance for the entire two-part workshop.* **Maximum 20 participants.**

12. Sticks & Stones: Understanding and Challenging Implicit Bias Microaggressions & Stereotypes - Part 2 New!

This workshop is a continuation of workshop 4. *Participants must be in attendance for the entire two-part workshop.*

13. What Would You Do? What SHOULD You Do – Part 1

This workshop discusses legal and common-sense responses to situations that SRPs may face in the workplace. We'll review multiple scenarios — covering a variety of SRP job titles — to help participants respond to diverse issues legally and practically.

Note: This session continues in workshop 20. *Participants must be in attendance for the entire two-part workshop.*

14. What Kind of Leader are You? A Look at Leadership Styles and How to Make the Most of Yours **New!**

Good leaders understand their own strengths and weaknesses and they know how to use them effectively in group settings. Participants will explore different leadership styles and develop an understanding of how their individual style interacts with other styles in a way that can help grow a local union.

15. The Heart of the School: Clerical Staff Superpowers (ELT) **New!**

This seminar is designed for the school secretary who is looking to enhance his/her skills in order to provide a practice that responds to the needs of the school community in an environment that is warm, welcoming, and nurturing, as well as, professional, efficient, and business-like. Participants will explore the attributes needed to address potential issues and interactions and recognize which attributes they already possess. Participants will have an opportunity to use scenarios to outline steps needed to introduce effective approaches to improving challenging situations faced by school secretaries.

16. Creating Powerful Communication with your Members **New!**

Proper communication within local unions is critical to enrolling, engaging, and retaining your members. It's never been more vital that our members feel connected to their union, feel in contact with their leadership, and are active in the union community. In this session, we will review some best practices for member communications and engagement. We will discuss how best to onboard your new members and get them in your communications plan and how and when to communicate items from NYSUT at the state level. We will also discuss some simple digital tools you can use to facilitate your communications plan

WORKSHOP SESSION III
SUNDAY, OCTOBER 31
9:00 AM – 11:00 AM

17. Roundtable Meeting with the SRP At-Large Directors for Local Presidents and Chapter Chairs ONLY

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's SRP At-Large Directors.

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

18. Organizing with Member Benefits

NYSUT's member benefits programs are an often overlooked but important part of your NYSUT union membership. In this workshop we will review MB and learn how member benefits can improve your members' quality of life and increase their loyalty to the union - and how to promote them in your union to engage your members and gain new members.

19. AHUY! New!

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.

20. What Would you do? What SHOULD You Do? – Part 2

This workshop is a continuation of workshop 13. *Participants must be in attendance for the entire two-part workshop.*

21. Working Safely in School: Preventing Illness and Injuries when Toileting Students - ELT New!

This seminar discusses the precautions to take to prevent exposures and injuries. The seminar will focus 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. Tips will be provided to SRPs about the tools that can help them assess equipment needs, as well as strategies for how to approach administration about liability concerns.

22. Managing Stress and Anxiety During Uncertain Times

Chronic stress is an unwelcome component of the COVID-19 pandemic. This workshop will explore how we are affected by stress and anxiety especially during these uncertain times. Participants will receive an overview of how we are affected by chronic stress and uncertainty. Helpful strategies to help us survive and thrive will be discussed. We will also discuss why we have difficulty with change even if it is in our best interest. There will be an opportunity for open discussion about how members are currently coping with stressors both at home and at work.

23. Trauma and Resilience – ELT New!

This introductory seminar provides a forum for educators to discuss what we mean by “trauma” and how toxic stress impact development and learning. This session will provide information to help educators learn how to boost students’ resilience.