



# Education Support Professionals Members Training Members

Professional Development  
Course Offerings



Fall 2023

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***The WEA Clock Hour Committee reviews all clock-hour bearing courses and instructors to ensure the highest quality professional development. The Clock Hours are provided at no cost to members by the WEA, as a benefit of membership.***

Courses not bearing clock hours are not reviewed by the committee.

Courses funded by certain outside funding sources and grants are available to all educators, regardless of WEA membership. These are noted by the course title and description.

# Fundamental Course of Study

## FCS – 4 clock hours

### FCS01 – Intro to Cultural Identity and Diversity

Participants will gain an awareness and deeper understanding of ways to engage, build relationships and communicate with the diverse backgrounds of their students. This course is designed to help ensure that students experience a positive, consistent, safe, unbiased and equitable classroom.

October 24-25 Tuesday and Wednesday, 5:30pm [REGISTER](#)  
December 2 Saturday, 9:00am [REGISTER](#)



### FCS06 – Equity

Participants will gain an awareness of the legalities, policies, procedure and practices surrounding discrimination and how to respond to such violations. This course is designed to help foster a learning environment that is unbiased, safe and promotes the academic success of all students.

November 7-8 Tuesday and Wednesday, 5:30pm [REGISTER](#)  
December 9 Saturday, 9:00am [REGISTER](#)



### FCS02 – Educational and Instructional Support

Participants will learn classroom and building based instructional strategies and supports to assist classroom teachers in various learning environments and with diverse learning styles.

October 24-25 Tuesday and Wednesday, 5:30pm [REGISTER](#)  
December 2 Saturday, 9:00am [REGISTER](#)



# Fundamental Course of Study Behavior Intervention – 4 clock hours

## FCS11/12 – Communication Basics/Challenges

Participants will gain an understanding of essential communication strategies, conflict management, conflict resolution and how to effectively work in a team environment. This course is designed to help enhance collaboration and communication between paraeducators and other applicable stakeholders that will enhance student success and achievement.

November 7-8 Tuesday and Wednesday, 5:30pm [REGISTER](#)  
December 9 Saturday, 9:00am [REGISTER](#)



## Tier 2 – Behavior Intervention Differentiated for Students Part B

Participants will learn guiding principles of TIER 2 interventions in a culturally responsive approach and how to implement them at their building. They will also learn how to change interactions with students positively through courageous conversations so that students feel included, valued and respected.

November 7-8 Tuesday and Wednesday, 5:30pm [REGISTER](#)  
November 18 Saturday, 9:00am [REGISTER](#)  
December 9 Saturday, 9:00am [REGISTER](#)



## Tier 1 – Behavior Intervention Differentiated for Students Part A

This class is for ALL ESPs that work with students. The course is focused on how to work with students who are demonstrating unsuccessful behaviors. Participants will learn why student expectations for behavior should be high and how to redefine discipline as a growth and teaching opportunity rather than punishment. Participants will learn Tier 1 redirection and intervention learn skills (Symbolic, Physical, Verbal and Non-Verbal) that will support positive relationships with all students, and how to be culturally and socially responsive to issues.

October 24-25 Tuesday and Wednesday, 5:30pm [REGISTER](#)  
December 2 Saturday, 9:00am [REGISTER](#)



# Data Matters

## Lunchroom, Playground, and Crossing Guards

ESP DEEPER DIVE Session 1- Data Does Matter; The Power of Observation – 2 clock hours

Participants will learn why and how to use observational data to build student relationships and improve behavioral and academic success.

Participants will learn educational observational data is most used method for behavioral science, a scientific tool to collect data –a systematically planned and subject to check and controls on validity and reliability, and a process of recording the behavior patterns of people and occurrences without questioning or communicating.

November 2 Thursday, 5:00pm [REGISTER](#)



Lunchroom, Playground and Crossing Guards – Strategies for Success – 3 clock hours

Unstructured time (on the playground, in the lunchroom, and walking to/from school) is a time when students demonstrate autonomy and behaviors that are quite different from the structured classroom. You may see issues that don't occur once your student(s) step back into the traditional school setting. What are some strategies that can help you build relationships, create systems, and de-escalate issues when they occur, and help you establish yourself as a critical piece to each student's success.

October 24-25 Tuesday and Wednesday, 5:30pm [REGISTER](#)

# Building Winning Teams

## Building Winning Teams for Paras – Part 1 – 4 clock hours

Para participants will explore the paraeducator-teacher relationship/partnership and how to work effectively together to have a positive impact on student learning.

Participants will learn about their personality types and how those characteristics impact their roles as team members. The characteristics of highly effective teams will be examined, and attendees will participate in a variety of activities to build strong, cohesive teams. Participants will also apply what they learn about themselves and how that relates directly to their current classroom.

November 4 Saturday, 9:00am [REGISTER](#)



## Building Winning Teams – A Deeper Dive to Focus on Collaboration – Part 2 – 4 clock hours

Follow-up to Building Winning Teams. Participants will take a deeper dive into the paraeducator-teacher relationship/partnership and work effectively together to have a positive impact on student learning through scenarios, role-playing and discussion. Participants in this course practice tools and resources through role-modeling and scenarios to better support students and increase student achievement.

December 2 Saturday, 9:00am [REGISTER](#)



# Difficult Conversations

## Communicating Effectively with Diverse Students and Families

### Communicating Effectively with Diverse Students and Families – 4 clock hours

Participants will gain an awareness and deeper understanding of ways to engage, build relationships and communicate with the diverse backgrounds of students and families. This course is designed to help ensure that students experience a positive, consistent, safe, unbiased and equitable space wherever they are in school.



November 4 Saturday, 9:00am [REGISTER](#)



### Difficult Conversations with Parents and Educators – 3 clock hours

In this time of education reform and limited funding, education has its fair share of challenges whether working with parents, educators, or administration. In this course, participants learn communication strategies that help stakeholders work together to support student achievement.

December 9 Saturday, 9:00am [REGISTER](#)



For any Questions  
Please contact

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