

A GUIDE TO

Celebrate

National Education Support
Professionals Day

One Education
Workforce
SERVING THE WHOLE STUDENT

Ways to Say "Thank You"

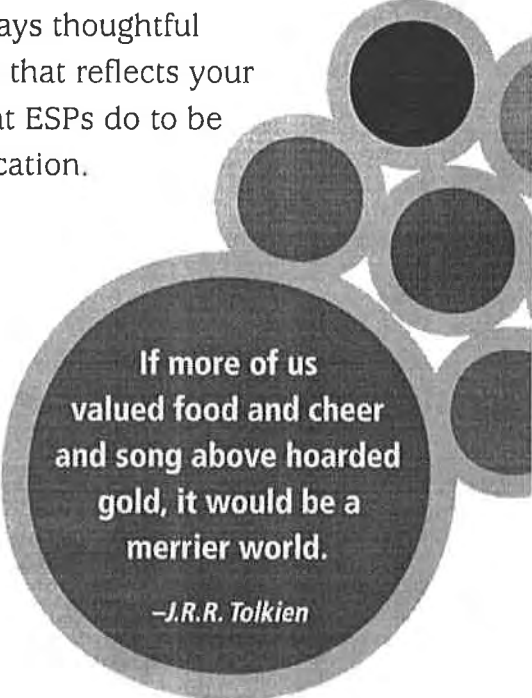
All year long, education support professionals keep schools running efficiently and effectively. Now it is time to say "thank you" for all their hard work, long hours, and dedication. National ESP Day is the perfect opportunity to recognize and celebrate their contributions.

Sending flowers, cards, and candy are always thoughtful ideas. You also may want to do something that reflects your colleague's personality and celebrates what ESPs do to be equal and essential partners in public education.

This list provides a variety of ways to say "thank you" to ESPs.

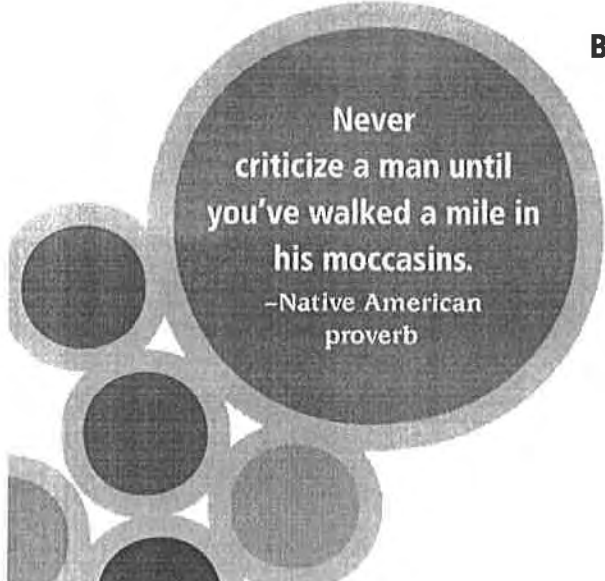
FOOD, FOOD, FOOD!

Providing a breakfast and/or lunch for the ESPs in your building is a great way to show your appreciation. You can also say "thank you" by bringing an ESP some home-baked cookies or bread. Sharing homemade food and socializing with your colleagues is a great way to get to know ESPs.



If more of us
valued food and cheer
and song above hoarded
gold, it would be a
merrier world.

—J.R.R. Tolkien



Never
criticize a man until
you've walked a mile in
his moccasins.
—Native American
proverb


BE AN ESP FOR A DAY

Show your support and admiration for ESPs by experiencing the school day as an ESP. Even if it is only for a small amount of time, your participation will be greatly appreciated.



CHARITABLE DONATIONS

Donating to an ESP's favorite charity is a nice way to say "thank you" while helping the community. Often the organizations will provide you with a card saying that a donation has been made in someone's name.



In
charity there is
no excess.
—Sir Francis Bacon



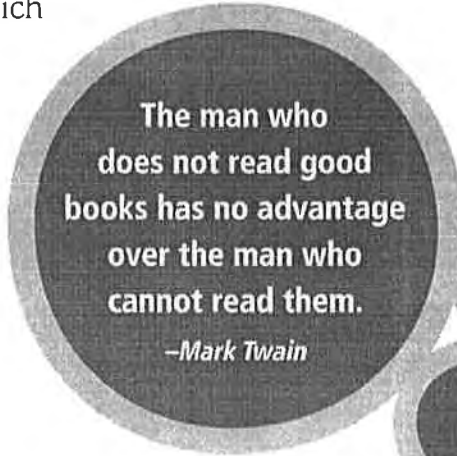
Without
music life would
be a mistake.
—Friedrich Nietzsche

LET'S GO TO THE MOVIES

Surprising an ESP with tickets to a concert, movie, or show is a great way to show appreciation. A nice gesture would be to provide enough tickets for their significant other and/or family.

GIFT CERTIFICATES


Providing a gift certificate to a favorite clothing, record, or bookstore shows you have thought about an ESP's interests and allows her/him to pick an ideal gift. If you are not certain which store an ESP favors, provide a certificate to a local mall or shopping center. Mall certificates usually can be used at any store in the complex.



The man who
does not read good
books has no advantage
over the man who
cannot read them.
—Mark Twain

SPA TREATMENT

Relaxing should be part of everyone's day, and there is nothing better than a massage, facial, or manicure/ pedicure to do the job. Ask your co-workers to chip in and surprise an ESP with a little lunchtime or after-work pampering.

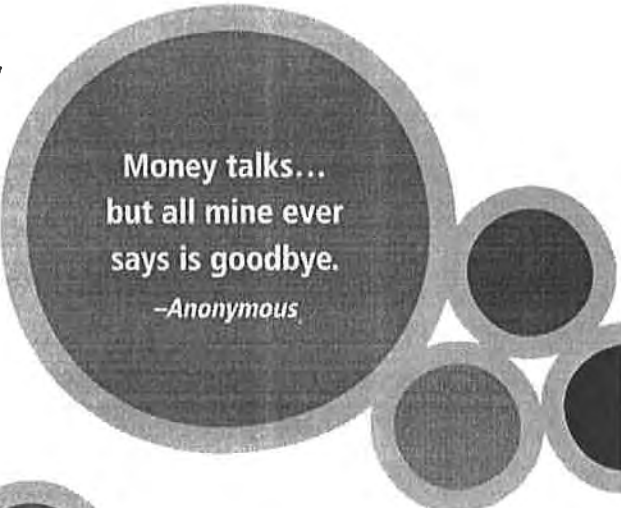


**Take rest; a field
that has rested gives
a bountiful crop.**

-Ovid


ADVOCATING FOR A WAGE INCREASE

Recommending a wage increase to a building principal or district administrator is one way to show support for ESPs. It may also be a perfect administration-sponsored gesture.



**Money talks...
but all mine ever
says is goodbye.**

-Anonymous



**No act of
kindness, no matter
how small,
is ever wasted.**

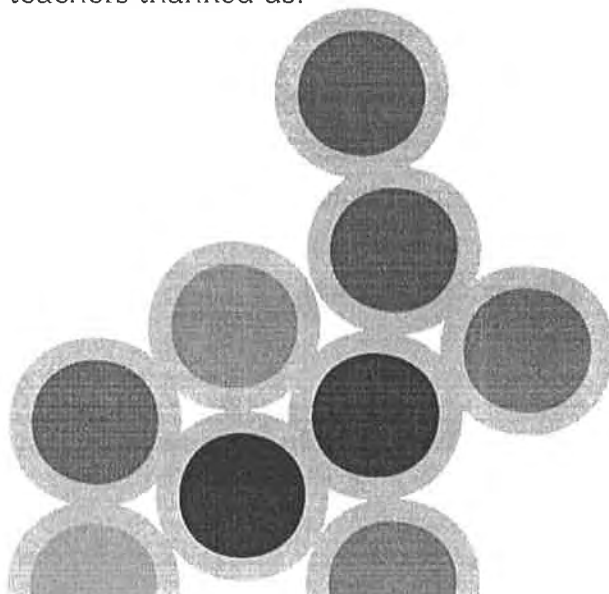
-Aesop

Celebrating Success

BELOW ARE SOME SUCCESSFUL IDEAS SUBMITTED BY NEA LOCAL AFFILIATES.

- ▶ We were honored by being relieved from our cafeteria and recess duties. The teachers of that grade filled in our spots. Then we went to Pizza Hut to have lunch together. It was nice eating with all the ESPs in the building. It was also nice to have the extra free time.
- ▶ Our local gave each of us a “thank-you” card and a lottery ticket. The local also held a raffle in each building, and the winning ESP member received a \$50 gift certificate to a local restaurant. Many buildings held breakfasts, lunches, and other unique programs for and about ESP members. I’m proud of the things my local does to highlight all our members.
- ▶ As president of our ESPs, I wrote a letter to our EA president. I asked if he could ask the teachers to send letters of appreciation to our school board about any support staff that had helped them in some way. He copied my letter and distributed it to the teachers. The appreciation letters they wrote were heartwarming.
- ▶ For ESP Day, our district gave us bagels, rolls, and juice for breakfast. We also received a note saying, “You are worth a million but we can only afford 100 Grand,” with the candy bar attached. It was really nice and much appreciated by all of us.
- ▶ In our local, we received a button that was designed by the ESP Council. It read, “People who care,” with a red heart in the middle with children holding hands. All ESPs received a red plastic apple with a lottery ticket and candy inside. It read, “You are the core of our success.”

- ▶ Over 2,000 teachers honored us with individual “thank-you” notes.
- ▶ Our local sent out Payday candy bars, with a note saying, “We have an extra payday for you.”
- ▶ My local Association gave out stemmed rose buds to the ESP staff, with a note: “For all you do, this bud’s for you.”
- ▶ Students wrote us letters thanking us for our hard work and expertise. It meant a lot that the children recognized our contributions to the school.
- ▶ In my own department I provided a bagel breakfast, along with an ESP pin and a certificate. It was a great day of recognition, and everyone felt special.
- ▶ Our local sent out Three Musketeer bars with a note: “All for one and one for all.”
- ▶ My Association purchased travel mugs and sent them to all support staff along with a “thank you.” They were well-received.
- ▶ Our superintendent recently attended our “Back to School” building representative dinner to offer her thanks for all we do every day. We do make a difference in our district, and our administration and teachers thanked us!



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STAFF ETHICS

All employees of the **Shaker Regional School District (SRSD)** are expected to maintain high standards in their conduct both on and off duty. **SRSD** employees are responsible for providing leadership in the school and community. This responsibility requires the employee to maintain standards of exemplary conduct.

SRSD employees will:

- Make the wellbeing of students the fundamental value of all decision-making and actions.
- Maintain just, courteous, and proper relationships with students, parents, staff members, and others.
- Fulfill their job responsibilities with honesty and integrity.
- Direct any criticism of other staff members toward improving the **SRSD**. Such constructive criticism is to be made directly to the building administrator.
- Obey all local, state, and national laws.
- Implement the **SRSD's** policies, administrative rules and regulations.
- Avoid using position for personal gain through political, social, religious, economic, or other influence.
- Maintain the standards and seek to improve the effectiveness of the profession through research and continuing professional development.
- Honor all contracts until fulfillment or release.
- Maintain all privacy and confidentiality standards as required by law.
- Exhibit professional conduct both on and off duty.

Employees are put on notice that this list is not intended to be exhaustive or complete. Employees who fail to abide by the terms of this policy may be non-renewed and/or face discipline up to and including termination. Any action taken regarding an employee's employment with the **SRSD** will be consistent with all rules, laws, and collective bargaining agreements, if applicable.

- Legal References:
- RSA 189:13, Dismissal of Teacher
 - RSA 189:14-a, Failure to Be Renominated or Re-elected
 - RSA 189:14-d, Termination of Employment
 - RSA 189:31, Removal of Teacher
 - NH Code of Administrative Rules, Section Ed 511, Denial, Suspension or Revocation of Certified Personnel