

2025 Summer Academy Course Descriptions

40-Hour Reading/ESE Train the Trainer

Facilitators: Louisa Bell and Sharon Walsh

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-12pm

Course Requirements:

- **ESE Certified or Reading Endorsed/Reading Certified**
- **Professional Teaching Certificate**
- **President Approval to attend**

This train the trainer class will be geared towards preparing local PD trainers to facilitate the 40-hour Reading/ESE course. The 40-hour Reading/ESE course was created to fulfill the Florida statute requirement for renewal or reinstatement of a professional certificate under rule 6A-4.0051. This course prepares educators to offer evidence-based instruction and interventions specifically designed for students with characteristics of dyslexia, including the use of explicit, systematic, and sequential approaches to reading instruction that develops phonological and phonemic awareness, decoding, and implementing multisensory intervention strategies. This course focuses on instruction in reading including oral language, phonemic awareness, phonics, fluency, vocabulary, and comprehension. In addition, participants also learn about The Science of Reading as well as interventions required for students with reading challenges including ELLs, students with characteristics of dyslexia, ADHD, SLD, and additional special needs.

Shifting the Paradigm: Equity-Centered Conversations for Building the Leader Within

Facilitator: Dr. Primrose Cameron and

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-12pm

This workshop empowers union leaders to engage in transformative, equity-centered dialogue designed to cultivate leadership. Participants will explore strategies to challenge systemic inequities, identify their own leadership strengths, and learn how to lead through an equity-focused lens. Through reflection, group discussion, and overview of actionable frameworks, this session aims to equip leaders with the tools to foster more inclusive, just, and effective organizations. By building internal leadership capacity through courageous conversations, participants will leave prepared to advocate for systemic change and elevate the voices of all members.

ESOL Domain 1: Culture (Cross Cultural Communications) Train-the-Trainer [NEW]

Facilitators: Teresa Ward and Christina Fresneda

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-12pm

To register participants must:

- 1. Have local President's approval**
- 2. Have a Professional FL teaching certificate and at least 3-years of experience**
- 3. Be certified in ESOL**

ESOL D-1 is designed to meet the Florida ESOL endorsement requirements. Teachers working with English language learners are required to have specialized knowledge and skills for instruction of second language acquisition for students of diverse cultures and languages, and at different English proficiency levels.

Locals will need to collaborate with their district to attain approval of the 60 credit hours. Upon completion, participants will be prepared to train this course in their home local and have access to instructional materials. The focus of each session is:

- Session 1: Cultural Values and Beliefs
- Session 2: Effects of Culture on Learning and Academic Progress
- Session 3: Cultural Experience Resources
- Session 4: Effects of Racism, Stereotyping, and Discrimination
- Session 5: Home/ School Connections to Build Partnerships
- Session 6: The Interrelationship Between Language and Culture

Students with Disabilities 1.0 Train-the-Trainer [formally ESE 20-hr. recertification]

Facilitators: Brandie Gogel and Robyn Silva

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-12pm

To register participants must:

- 1. Have local President's approval**
- 2. Have a Professional FL teaching certificate and at least 3-years of experience**
- 3. Be certified in ESE**

SWD 1.0 is designed to meet the re-certification requirements of Senate Bill 1108. All professionally certified teachers need 20 hours of ESE instruction to recertify. Specialized skills and knowledge are needed to teach students with disabilities with the understanding of how disabilities affect students academically, socially, behaviorally, and emotionally.

Locals will need to collaborate with their district to attain approval for the 20 recertification hours. Upon completion, participants will be prepared to train this course in their home local and have access to instructional materials. The focus of each module is:

- Module 1: ESE 101 – background and components of IEPs

- Module 2: Building Relationships with Students
- Module 3: Students' Behavior
- Module 4: Compliance and Responsibility
- Module 5: Building Relationships with Helping Adults

Students with Disabilities 2.0 Train-the-Trainer [New ESE 20-hour recertification]

Facilitator: Helen Hamel

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-12pm

To register participants must:

- 1. Have local President's approval**
- 2. Have a Professional FL teaching certificate and at least 3-years of experience**
- 3. Be certified in ESE**

SWD 2.0 is designed to meet the re-certification requirements of Senate Bill 1108. All professionally certified teachers need 20 hours of ESE instruction each recertification period. SWD 1.0 is not a prerequisite for taking SWD 2.0. Specialized skills and knowledge are needed to teach students with disabilities with the understanding of how disabilities affect students.

Locals will need to collaborate with their district to attain approval for the 20 recertification hours. Upon completion, participants will be prepared to train this course in their home local and have access to instructional materials. The focus of each module is:

- Module 1: Setting the Context – identify supports, IEP law & documentation,
- Module 2: Characteristics of Categories (IDEA)
- Module 3: Classroom Culture
- Module 4: Instructional Strategies
- Module 5: Behaviors

Education Staff Professional Leadership and Learning

Facilitators: Maryanne Hyacinthe, Tiffany Kane, and Valerie Jessup

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-5pm

This course is open to all Education Staff Professionals who are interested in enhancing their leadership skills and expanding their knowledge surrounding Education Staff Professionals. The course will focus on areas including Education Staff Professional Leadership, Navigating Education Staff Professional Career Language, Basics for ESP Personal Safety in the Workplace, and Professional Ethics and Boundaries for

Educational Staff Professionals. Join us as we learn and explore ways to lead within your local.

Strategies for Student Success

Facilitators: Patricia Randall & Jen Scorza

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-5pm

In this bundle of SSS modules, participants will explore the importance of making connections and building relationships when creating a learning environment that promotes a sense of belonging and school success.

These modules ask participants to draw on student experiences, community resources and family support in order to build and nurture positive and healthy classroom and school communities.

Rethinking Punishment

It is important to identify behavior that impedes learning and apply interventions that promote positive student attitudes to learning and the acquisition of social skills. Through hands-on and reflective activities, participants in this SSS module will learn how to identify the root cause of disruptive behavior by determining the questions they should ask in order to implement an appropriate intervention.

Students with Challenges

In education, currency is a medium of exchange, and any behavior students use to acquire knowledge and skills functions as currency. However, students who are “wired” differently or face traumatic experiences may not possess this currency. This session demonstrates how to meet students where they are to ensure success.

Engaging with Families as Educational Partners

We need to communicate with our students’ families, but how do we do it successfully? How do we develop an empowering partnership that works to help our students reach their highest potential? Research can provide us with answers. This SSS module outlines how and when to talk most effectively with families, the kind of school climate that fosters a positive learning and working environment, and what teachers can do to help families discover how to effectively support student learning at home.

Facilitating the Learning Environment: Building Relationships, Self-Regulation, and Student Agency

Facilitators: Kimberly Skukalek and Allison Thomas

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-5pm

This module is part of the AFT Professional Learning Course, Foundations of Effective Teaching

Unlock the power of a positive and inclusive classroom with Facilitating the Learning Environment! This dynamic course empowers educators with the tools, strategies, and confidence to create a classroom where every student feels valued, supported, and motivated to succeed. Dive into intentional, research-based approaches that strengthen relationships with students and families, nurture positive behavior, and promote student agency. Through interactive activities and reflection, you'll craft a personalized classroom management system by co-creating norms, rules, and procedures with your students, fostering a sense of ownership and shared responsibility. Equip yourself with evidence-based strategies for managing challenging behaviors, cultivating self-regulation, and ensuring lasting success for all students. Don't just manage your classroom—transform it into a thriving, empowering learning space!

Bargaining for Power

Facilitators: FEA and NEA Staff

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-5pm

This training will be focused on how a local builds and uses power to have successful negotiations at the bargaining table. We will discuss the basics of building a team and developing your overall strategy, as well as using the interest around bargaining to build structures in your worksites. Locals will learn the skills needed to be successful both at and away from the negotiating table.

Locals will learn to use this most powerful opportunity to engage and activate members for the one thing members care about most. What to do with members once they are engaged, and how to use the leverage they create. We will focus on what the union's rights are during negotiations and how to ensure that we do not give up these rights **during** negotiations.

Participating locals will leave this training with a complete plan for success in future negotiations.

FEA Presidents Training

Facilitator: Andrew Spar and Rob Weil

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-5pm

Are you wondering how AI will impact your work as a local president? Are you looking for ways to build power? First, we will spend time with Rob Weil from AFT talking about the impact AI has on our work. Then the rest of this session will be structured around Jane McAlevey's book, Rules to Win By. This will be a hands-on session focused on building power by connecting bargaining, communication, membership, and member engagement. We will examine our exec board and rep structure, our membership numbers, and our approach to bargaining. We are asking all local presidents to come prepared to share, learn and plan.

FEA Officers Training

Facilitator: Carole Gauronskas and Nandi Riley

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-5pm

This training is for local union officers, who are not presidents and will focus on the role of officers in helping move the local president's vision for a powerful union. Participants will review their local's governing documents, talk about their role and responsibilities as a local officer and spend time better understanding bargaining, membership, and communications. Participants will join the local presidents for the AI training and for planning on the last day.

CPR, AED and Adult First Aid Instructor Development Course

Facilitators: Marcelino Rivera, FEA / Mike Dale, FEA/ TBD, AFT

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-5pm

The Instructor Development Course (IDC) was created to train individuals as authorized instructors in the American Safety & Health Institute (ASHI) CPR, AED and Adult First Aid certification programs.

1. Successful completion of the IDC will authorize an instructor to conduct ASHI training courses and issue Adult, Child & Pediatric CPR/AED and Adult First Aid certification cards for a period of 1-year.
2. Instructors must maintain their authorized status by teaching or co-teaching one CPR, AED and Adult First Aid class during the one-year authorization period.
3. Participants must have full mobility and be able to bend, lift, and kneel on the floor to become an authorized instructor.
4. Please plan to dress comfortably to practice hands-on skills.

Prerequisite:

5. **Participants must complete the online portion of the class before June 9, 2025.**
6. **The online portion of the class takes about 3 hours to complete, it is self-paced and can be completed over several days.**
7. **Participants will be notified via email on or around June 1 with their login credentials for the online portion of this class.**
8. **Participants must bring proof of completion of the prerequisite with them to the IDC, a picture on your phone or printed confirmation will satisfy this requirement.**

Required Materials:

9. Participants must bring a laptop computer, tablet or device to this course. Headphones or earbuds are also required.

10. All classroom materials will be shared electronically, and the final skills test will be conducted online.

Emerging Leaders – Ignite the FYRE

Facilitators: Nicole Spika and Tom Lentz

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-5pm

The goal of the Emerging Leader is to enhance one's personal and professional skills to actively engage others in our worksites and local organization who are passionate about preserving public education and creating a more vibrant union. Who is an Emerging Leader? Anyone who is personally interested or preparing to be the next generation of leaders in their local and wants to optimize their talents and effectively execute the goals and strategies of their union by enabling themselves and others to achieve purpose in the face of uncertainty in this complex and ever-changing political environment.

Organizing: Empowering Worksite Leaders, Building Power at the Worksite

Facilitators: FEA Staff

Mon. 1-5pm / Tues. 9am-5pm / Wed. 9am-5pm / Thurs. 9am-5pm

The Organizing for Power training will be focused on helping locals develop strategies and tactics to build organic worksite leaders and organizing structure. Participants will develop skills to enhance the power of their local to accomplish the goals of our members. Attendees will learn what needs to be done to build the kind of power to make change. Participants will learn skills for building relationships with members and potential members.

We will focus on what locals and participants can do to help build power toward creating leverage for successful negotiations and moving our members' agenda. We will learn about engaging with the community – through being involved with stakeholders at all levels starting with building relationships with parent groups.

The FEA communications team will provide training on how a leader can effectively communicate at the worksite to drive engagement and build activism. The FEA Public Policy and Advocacy team will tie this work together and help worksite leaders build a plan to have an impact on the upcoming election cycle both with school boards and the changes we need in the Florida Legislature.

Facilitating Equity-Based Professional Learning

Facilitators: Allison Thomas and Ian Henry

Thursday, June 12th 1pm-5pm at Lake Buena Vista High School

Friday, June 13th 9am-5pm at Orange County Classroom Teachers Association

Facilitating Equity-based Professional Learning (FEPL) will be offered to any member interested in enhancing their facilitation skills, with a focus on equity and social justice in adult learning environments. The class will start on Thursday, June 12 at Lake Buena Vista High School, 11305 Daryl Center Parkway, Orlando from 1:00 p.m. to 5:00 p.m. The class will continue Friday, June 13 at the Orange County Classroom Teachers Association office, 1020 Webster Ave. Orlando from 9:00 am to 5:00 pm. Participants must register in advance and enrollment is limited, so register early to secure your spot.

AFT's Facilitating Equity-based Professional Learning (FEPL) is structured to facilitate the knowledge and skills of anyone who would like to support adult learners, increase member engagement in their local union and build collaborative structures to support professional learning. Participants will learn:

- Their role as a learner, implementer, presenter, trainer, facilitator, and leader
- What an effective facilitator should know and be able to do
- Tools to support a successful local professional development program
- Equity-based strategies for working with the adult learners; and
- Building local capacity to deliver research-based practices in their professional development sessions