

Delaware ESP Bill of Rights

More Than JUST



Education Support
Professionals

Delaware Education Support Professionals Must Have:

Article 1	Right to Recognition and Respect
Article 2	Right to Fair Compensation
Article 3	Right to Safe Working Environments
Article 4	Right to Equitable and Balanced Workload
Article 5	Right to Collaborative Decision-Making



Preamble

Whereas the Educational Support Professionals (ESP) in Delaware, consists of the following career families: clerical and secretarial; custodial, food service/nutrition; information technology; paraprofessionals; security services; skilled/maintenance; and transportation. We, the ESPs employed in Delaware public schools, are committed to fostering an enriching learning environment. In addition, we affirm our dedication to the attainment of these basic fundamental rights of all Education Support Professionals. This ESP Bill of Rights is established to ensure that respect, recognition, and equitable compensation are paramount in our educational institutions, thereby enhancing the overall quality of public education in Delaware.

Article I: Right to Recognition and Respect

Every Education Support Professional (ESP) has the right to be an integral member of the educational community, deserving of respect and acknowledgment for their contributions. This includes providing opportunities for relevant professional development, ensuring a voice in decision-making processes, and advocating for their rights and well-being. By valuing ESPs and their work, we enhance the educational experience for both staff and students, recognizing that their support is crucial for the success of the entire Delaware public school system.

Article II: Right to Fair Compensation

Every Education Support Professional (ESP) has the right to fair and equitable compensation that reflects their qualifications, experience, and the vital contributions they make to the learning environment. A thriving wage, secure retirement, and affordable healthcare must be guaranteed to attract and retain highly qualified and skilled professionals. This commitment to fair compensation acknowledges the essential role Education Support Professionals play in shaping the future.

Article III: Right to Safe Working Environments

Every Education Support Professional (ESP) has the right to a working environment that prioritizes safety and well-being. This includes workplace safety, physical safety from violence and bullying, as well as emotional safety through the promotion of mental health resources and support systems. Policy makers must implement regular safety assessments and create clear protocols to address any concerns. A safe working environment allows for academic success and personal growth for all.

Article IV: Right to Equitable and Balanced Workload

Every Education Support Professional (ESP) has the right to an equitable and balanced workload that allows them to perform their duties effectively without compromising their safety or well-being. Reasonable expectations must be established, and necessary supports must be provided to ensure ESPs can fulfill their responsibilities effectively. Policymakers must address the concerns surrounding adequate staffing, access to resources, and opportunities for collaboration, thus allowing ESPs to thrive in their roles while maintaining a healthy work life balance.

Article V: Right to Collaborative Decision-Making

Every Education Support Professional (ESP) has the right to participate in collaborative decision-making processes that affect their roles, responsibilities, and working conditions. Authentic collaborative practices ensure that their insights and experiences are valued, thus fostering a culture of teamwork and shared responsibility. Engaging ESPs in meaningful discussions creates policies and practices that are truly reflective of the educational community.

Conclusion

The Delaware ESP Bill of Rights serves as a commitment to uphold the dignity, respect, and recognition that all Education Support Professionals in our public schools deserve. The creation of safe, equitable, and supportive working environments leads to improved learning environments for every student. By embracing these principles, we can work towards a brighter future for public education in Delaware.