PROGRAM GUIDE

2023 NAEMSE EMS Educator Symposium & Trade Show

Monday, August 14 - Saturday, August 19

Reno Peppermill Hotel
2707 S Virginia St
Reno, NV 89502
Welcome

2023 NAEMSE EMS Educator Symposium & Trade Show

August 14-19, 2023

NAEMSE is proud to host the 28th Annual EMS Educator Symposium & Trade Show in Reno, Nevada! We look forward to seeing you August 14 - 19 for a week of networking, educational workshops, presentations, celebration, conversation, and more! Please take a look through the program guide to read more about this year’s NAEMSE Symposium and session schedule.
Program Guide

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Welcome

Welcome! The National Association of EMS Educators is excited to be hosting our 2023 Annual EMS Educator Symposium and Trade Show in Reno, Nevada! We look forward to seeing everyone back this year after our successful 2022 Symposium in Louisville, Kentucky. I know that you will be excited to gather with your EMS education peers to network, learn, and advance your practice of EMS and EMS education.

The Board of Directors and the Symposium committee are delighted as we advance in the innovation and enhancement of the practice of EMS education through this year’s symposium. As you have come to expect, this year’s lineup includes a diverse group of EMS education experts along with some exciting new presenters!

There is something for everyone, and all are certain to impact your EMS education practices positively.

Be sure to attend the NHSTA, NREMT, CoAEMSP, and CAPCE updates to stay up to date with what is going on in EMS and EMS education. Also, remember to check out the pre-conference offerings this year!

On behalf of the 2023 Program Committee, the NAEMSE staff, and the NAEMSE Board of Directors, we invite you to join us for the 2023 Annual Symposium as we continue our work to “Inspire Educational Excellence” in EMS education!
NAEMSE has partnered with the Hyatt Regency Lake Tahoe to offer NAEMSE symposium guests a discounted room rate for their hotel. The Hyatt Regency Lake Tahoe is the only hotel located directly on Lake Tahoe. It's just a short 45-minute drive from Reno!

Experience Lake Tahoe from our scenic waterfront resort, nestled perfectly into the Sierra Nevada mountains. Spend your days exploring the area's winding trails, relaxing at the on-site spa, and dining at our award-winning restaurants before retreating to one of our spacious rooms, upscale suites, or private waterfront cottages.

Room rates start at $249.00 for single occupancy and are available Sunday, August 20th, and Monday, August 21st. Room inventory is limited, at only ten rooms each night.

Reservations must be made by July 17th.

The hotel address is:
Hyatt Regency Lake Tahoe
111 Country Club Drive
Incline Village, Lake Tahoe, Nevada 89451

+ much more!
ENTERTAINMENT

MUSEUMS & ZOOS

- National Automobile Museum
- The Discovery Museum
- Nevada Museum of Art
- Sierra Nevada Zoological Park
- Animal Ark

NATURAL ATTRACTIONS

- Lake Tahoe
- Rancho San Rafael Regional Park
- The Slopes at Mt. Rose
- Bartley Ranch Regional Park
- Galena Creek Trail
- Virginia Lake Park
- Oxbow Nature Study Area

ARTS & CULTURE

- The Reno Arch
- Street Art Tour
- Fleischmann Planetarium
- Reno Rodeo Association
- Reno Riverwalk District

GAMING

- Peppermill Resort Casino
- Peppermill Resort Race & Sportsbook
- Peppermill Resort Poker Room
- Silver Legacy
- Circus Circus Reno
- Bonanza Casino
- Siri’s Casino
- Gold Dust West Casino

Don’t want to leave the property? No problem! Enjoy some of the Peppermill Resort activities!

Upper Deck Pool

Terrace Lounge

Enjoy an evening of gaming at the on-site casino!
Experience the eco-conscious Peppermill Resort Spa Casino, Reno’s Premier AAA Four Diamond resort, boasting 1,621 luxurious guest rooms. Embark on a pampered journey at the remarkable three-story, 33,000-square-foot Spa & Salon Toscana featuring 24 treatment rooms, Northern Nevada’s only Caldarium with indoor pool, sun deck and full-service salon.

Enjoy slots, table games and poker in the 82,000-square-foot casino and race & sports book. Resort amenities include a posh 9,900-square-foot fitness center; two beautiful pools and three outdoor jetted spas, heated with on-site geothermal energy; and a designer boutique shopping. An exciting assortment of bars and lounges, including the iconic Fireside Lounge; and 9 award-winning restaurants offering authentic Chinese, inspired Italian, steaks and chops, seafood, deli and café dining.
Pre-Conference Sessions

August 14-16, 2023

Before we dive into our jam-packed main symposium, join us for an immersive pre-conference session or instructor course! Our lineup of educational sessions and courses feature presentations by experienced EMS Educators focused on training sessions specific to expanding your classroom potential and encourages meaningful conversations about ethical treatment and responsibility.

<table>
<thead>
<tr>
<th>Pre-Conference Session</th>
<th>Date</th>
<th>Price</th>
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<tbody>
<tr>
<td>NAEMSE Level 1 Instructor Course</td>
<td>14th - 16th</td>
<td>$345</td>
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<tr>
<td>NAEMSE Level 2 Instructor Course</td>
<td>15th - 16th</td>
<td>$300</td>
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<tr>
<td>NAEMSE Skills Instructor Course</td>
<td>15th - 16th</td>
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<tr>
<td>NAEMSE Lesson Planning Instructor Course</td>
<td>15th - 16th</td>
<td>$300</td>
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<tr>
<td>Standard Setting for High-Stakes Exams (4 hours)</td>
<td>15th</td>
<td>$125</td>
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<tr>
<td>Moulage Madness - Budget Friendly Moulage (4 hours)</td>
<td>16th</td>
<td>$125</td>
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<tr>
<td>Educating Educators on Ultrasound and Curriculum for EMS Providers</td>
<td>16th</td>
<td>$250</td>
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<tr>
<td>Educating Culturally Aware EMS Providers 101</td>
<td>16th</td>
<td>$125</td>
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<tr>
<td>Cultural Humility Summit</td>
<td>16th</td>
<td>FREE</td>
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<td>Educating &amp; Evaluating Clinical Judgment for AEMT &amp; Paramedic Educators</td>
<td>16th</td>
<td>FREE</td>
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You must pre-register for all sessions, including the free Educating & Evaluating Clinical Judgment for AEMT & Paramedic Educators session and the free Cultural Humility Summit.
● MONDAY – AUGUST 14 ●

NAEMSE Level 1 Instructor Course (Day 1)  
8:00am - 5:00pm PT Amy Marsh & Dr. Carlene Thornton  
NAEMSE’s Level 1 Instructor Course provides an introduction to a broad span of educational theory that is heavily reliant on brain-based learning and evidence-based best practices for all levels of EMS Education.

NAEMSE Level 2 Instructor Course (Day 1)  
8:00am - 5:00pm PT Bradley Perry & Dr. Nerina Stepanovsky  
NAEMSE’s Level 2 Instructor Course is the continuation of NAEMSE’s IC1 material and covers mentoring, student-centered learning, lesson planning, program evaluation, social intelligence, research, presentations and more!

NAEMSE Skills Instructor Course (Day 1)  
8:00am - 5:00pm PT Rusty Gilpin & Jose Salazar  
The Skills Instructor Course is the only program focused strictly on the teaching and evaluation of patient care skills, which translates to hands-on patient care. Participants will leave with an understanding of educational theories regarding psychomotor instruction and the proper way to teach, provide feedback and evaluate student competencies.

NAEMSE Lesson Planning Instructor Course (Day 1)  
8:00am - 5:00pm PT Connie Mattera & Linda Abrahamson  
The brand new Lesson Planning Course is a project-based class focused on brain-based learning and student engaging activities designed to build on the content of the NAEMSE IC1 Course and assist participants in gaining mastery in the development and execution of a lesson plan. The course will address all three domains of learning and explore creative ways to present standard-based content while fostering connection and community with the learners.

Standard Setting for High-Stakes Exams  
1:00pm - 5:00pm PT Dr. Heather Davis  
A cut score of 75% “because we say so” or because that is what it has been for the past 20 years is no longer acceptable. Students, employers and others invested in the outcomes of high-stakes assessments are taking an interest in how programs set cut scores for exams, ensuring they are fair, equitable and accessible. This session will demonstrate the procedural steps of establishing a standard-setting panel and establishing a cut score for a psychomotor exam which can then be replicated by participants in their own programs.

● TUESDAY – AUGUST 15 ●

NAEMSE Level 1 Instructor Course (Day 2)  
8:00am - 5:00pm PT Amy Marsh & Dr. Carlene Thornton  

NAEMSE Level 2 Instructor Course (Day 1)  
8:00am - 5:00pm PT Bradley Perry & Dr. Nerina Stepanovsky  

NAEMSE Skills Instructor Course (Day 1)  
8:00am - 5:00pm PT Rusty Gilpin & Jose Salazar  

NAEMSE Lesson Planning Instructor Course (Day 2)  
8:00am - 2:00pm PT Connie Mattera & Linda Abrahamson

Educating Culturally Aware EMS Providers 101  
8:00am - 12:00pm PT Sahaj Khalsa & Arthur Hsieh  
Are you an equity curious EMS educator? Have you recognized the need to address systemic inequities in EMS care but aren't sure what to do about it? Do you want to ensure your classroom and program is a welcoming environment for all? If so, this is the workshop for you. We will discuss the evidence supporting the need for change, and will share evidence-based best practices for making measurable, systemic, real change in your program. As educators, we all have a critical role to help create change in our profession, this workshop will equip you to make those changes and positively affect the trajectory of our profession.

Cultural Humility Summit  
1:00pm - 4:00pm PT Sahaj Khalsa & Arthur Hsieh  
EMS educators, leaders, government officials, program directors, and others are invited to the Third Annual Cultural Humility Summit. We will discuss solutions to the systemic challenges of equity, inclusion, and diversity in our profession. We will look for ways we can cause systemic change, best practices and explore how we can collaboratively create meaningful change in EMS and Public Safety. If you are an EMS educator, Program Director, Service Director, Chief, or any other type of leader, this conversation is for you.

* This session is free to attend but you MUST pre-register in order to attend. You will not be allowed to enter if you have not pre-registered. No CEU's will be issued for this session.

Moulage Madness - Budget Friendly Moulage  
1:00pm - 5:00pm PT John Spencer & Dave Quinn  
Teaching with scenarios and simulations is recognized as a best practice in EMS education. It is essential to increase the realism of the simulation to help students get the most out of the event. Using moulage helps to increase realism, but moulage supplies can be expensive. This session will provide the participants with information on how to build their moulage kits without breaking the bank! Participants will also have an opportunity to put their moulage skills to the test using provided budget-friendly moulage kits in a friendly competition. Participants will be working with moulage materials and should dress appropriately.

Educating and Evaluating Clinical Judgment for AEMT and Paramedic Educators  
8:00am - 5:00pm PT Dr. Bill Young, Arthur Hsieh, Jeff Anderson, & Dennis Edgerly  
The course will cover numerous topics related to the instruction and evaluation of clinical judgment in EMS for AEMT and paramedic educators. The content will convey a proposed theoretical model for clinical judgment, the use of performance examinations for evaluating the concept, instructional strategies/techniques for the educator, and other related assessment topics using traditional and technology-assisted items. Finally, student minimum competency work showcasing student course activities, accomplishments, and achievements will be discussed.

* This session is free to attend but you MUST pre-register in order to attend. You will not be allowed to enter if you have not pre-registered. No CEU's will be issued for this session.

Educating Educators on Ultrasound and Curriculum for EMS Providers  
8:00am - 5:00pm PT Dr. Jason Pickett, Angela Carr, & Dr. William Leggio  
Are you being asked by learners and stakeholders about ultrasound in EMS? Is your medical director or hospital system interested in deploying out-of-hospital ultrasound? This workshop aims to educate EMS educators and training officers on ultrasound and how ATCEMS developed its provider education program. Participants will get hands-on and practice cardiac, chest, and abdominal ultrasound exams on each other! The session will review the emerging use of ultrasound in EMS medicine, lessons learned from implementing an ultrasound program, then quick demonstrations before participants get hands-on!
Main Symposium Schedule
August 17-19, 2023

Get the most out of your 2023 Symposium experience! This year’s symposium is full of educational sessions from some of the top names in EMS Education. It also includes networking opportunities, an Exhibit Hall with top-of-the-line products, offers, programs and services, and more! Please take a look through our full symposium schedule and plan your symposium experience today!

**OPENING GENERAL SESSION:**

Structured Debriefing to Enhance Clinical Judgment

Thursday, August 17 | 8:15am - 9:30am PT

Presented by: Dr. Maia Dorsett & Christopher Kroboth

Clinical practice poses clinicians with multi-layered, ill-defined problems. Achieving the best possible patient outcomes therefore requires clinical judgment - the ability to perceive a scenario, reason through management options, and decide a course of action. It is well known that simulation is a key educational delivery model to practice and improve clinical judgment, but more rarely is clinical judgment the focus of structured debriefs. This session will focus on methods and tools for structured debriefs that facilitate time for reflection on the process of analyzing cues, hypotheses and actions and reevaluation.
DAY 1

THURSDAY - AUGUST 17

Welcome & Opening General Session: Structured Debriefing to Enhance Clinical Judgment
8:15am - 9:30am PT  Dr. Maia Darsett & Christopher Krobath
Clinical practice poses clinicians with multi-layered, ill-defined problems. Achieving the best possible patient outcomes therefore requires clinical judgment - the ability to perceive a scenario, reason through management options, and decide a course of action. It is well known that simulation is a key educational delivery model to practice and improve clinical judgment, but more rarely is clinical judgment the focus of structured debriefs. This session will focus on methods and tools for structured debriefs that facilitate time for reflection on the process of analyzing cues, hypotheses and actions and reevaluation.

Award Ceremony
9:30am - 10:00am PT
Stick around after our Opening General Session as we award the recipients of the 2023 Legends Award, Unsung Hero Award, and the James O. Page Award!

10:15AM - 11:15AM PT

1A - Simulation for Affective Skills
10:15am - 11:15am PT  Kathleen O'Connor & Dr. Megan Corry
EMS programs are required to include simulation and there are even required topics and skills required to be simulated like defibrillation, airway management, or medication administration. What about the “soft skills” essential to preparing a competent EMS professional? Are you simulating the difficult conversations, the challenging decisions, and ethical dilemmas that your learners are likely to encounter? This session will showcase specific simulations designed to practice affective skills and incorporate challenging situations in traditionally psychomotor skill focused EMS simulation.

1B - Explicit Instruction: Putting the Sage Back On The Stage
10:15am - 11:15am PT  Jeff Anderson
Explicit instruction is not lecturing. It is a careful analysis and break down of the content to be delivered into manageable chunks followed by research informed delivery. Explicit instruction focuses on the limitations of the student’s working memory and strategies to develop novice students into entry level EMS clinicians.

1C - Follow the Science: Incorporating Medical Evidence Into EMS Practice
10:15am - 11:15am PT  Mark Terry
The practice of emergency medical services continues to evolve as scientific studies describe improvements for prehospital care. Incorporating the latest science into EMS practice can be challenged by complex studies, limited access to journals, and confusing results. Accreditors expect courses to be based on current science, manufacturers bring up studies, and web articles bring up various sources. Most EMTs and paramedics have limited experience evaluating medical evidence. This session will provide easy to use tools that can resolve common challenges and help us think critically about the scientific basis for our practice.

1D - CoAEMSP/CAAHEP Accreditation Update
10:15am - 11:15am PT  CoAEMSP
Join the leadership of the CoAEMSP to hear what is new in accreditation. Take the opportunity to ask your questions and hear first-hand from the CoAEMSP on topics that will impact paramedic education programs in the coming year.

11:30AM - 12:30PM PT

2A - Validity in Action: The Life Cycle of National Registry Examinations & Accommodations
11:30am - 12:30pm PT  Dr. Paul Rosenberger
The presentation will cover the examinations development life cycle. Adherence to this cycle helps the National Registry deliver examinations that are fair, clinically accurate, reliable, and valid. Much like a human has developmental milestones, so does an examination. Seven phases or milestones of examination development will be explained. The lesson will conclude with a discussion regarding common accommodations made for candidates.

2B - Paving the Way to Success for Minority EMT Students
11:30am - 12:30pm PT  Christopher Shane Henderson & Dr. Nerina Stepanovsky
Minorities in the EMS profession continue to be under-represented in many parts of our country. It is up to us as educators to recruit and assist them to be successful in their initial education. Come and learn how a paramedic/educator took it upon himself to start a program designed to assist minority students successfully become EMTs in a high-performance urban EMS system. Strategies to be discussed include course design, recruitment, financial assistance, and motivating high school students starting in the 10th grade to become EMTs and firefighters. Discussion to follow.

2C - Cementing Learning: Strategies to Promote Retention in EMS Education
11:30am - 12:30pm PT  Dr. Kim McKenna
Teaching does not always equal learning. But, the science of learning increasingly provides us with strategies that are known to help learners retain knowledge and ‘cement’ that knowledge in their long term memory. Incorporating these ideas when planning lessons can promote knowledge retention and enhance the likelihood that the learner will be able to retrieve important information in their practice of EMS.

2D - What (And Who) Is Missing, From Your Classroom
11:30am - 12:30pm PT  Dennis Edgerly
Diversity, or lack of diversity, in EMS has long been overlooked or not recognized. It is not uncommon for the local EMS workforce to not be representative of the population the serve. EMS Educators can begin work in their classrooms to help assure all students have access to the tools to help them succeed in an EMS career. This session will discuss equity and equality as it pertains to the EMS classroom. Concepts like the ‘hidden curriculum’ will be described and how the things educators don’t realize they are teaching impact student learning and success. Various learning, teaching, and evaluation strategies will be discussed, with the focus on facilitating learning for all students.
As you wind down from the first day of our 3-Day Main Symposium, stop by the Welcome Reception (located in The Edge Nightclub) for a bite to eat and network with fellow symposium attendees, speakers, and exhibitors!

**3A - Teaching Differential Diagnosis Formation in EMS - Becoming a Master Builder**

3:30pm - 4:30pm PT  Dr. Tom Grawey

With the NREMT's ALS redesign and the updated national standard curriculum putting a large emphasis on clinical decision making and clinical judgement in EMS, the days of “EMS doesn't diagnose” are well in the past. In order to successfully manage complex patients with the nuanced required in the USA's aging population, it's imperative that today's EMS clinicians are able to consider a thorough differential diagnosis for each patient encounter that they can rapidly adjust to changes in patient condition. In this session, participants will learn some standard techniques to differential diagnosis formation as well as develop a strategy to teach these concepts to EMS learners of all levels.

**3B - Educating Clinicians—Federal Updates for the Future of EMS**

3:30pm - 4:30pm PT  Clary Mole

Federal agencies—including NHTSA's Office of EMS—collaborate through the Federal Interagency Committee on EMS (FICEMS) and with state and local EMS systems throughout the year. This session will include updates about activities that support the EMS community, including educators—as they address a variety of challenges in EMS. Learn more about what Federal agencies are doing to address training and education, recruitment, and support for the mental health and resilience of EMS clinicians. Discuss recent and future projects and initiatives as well as the implementation of the EMS Agenda 2050 and the 2021 EMS Education Standards refresh.

**3C - It's OK to Be Critical: Strengthening Clinical Reasoning in the Classroom**

3:30pm - 4:30pm PT  Arthur Hsieh

What really is critical thinking? How does it relate to clinical reasoning? And what does it take to develop clinical reasoning in the EMS professional? We will explore these topics and methods to develop this essential skill set in the EMS classroom.

**3D - Uncommon Strategies for Developing Instructors**

3:30pm - 4:30pm PT  Jonathan Oesterman

In this session, we'll review the situation most people discover while starting something new. Topics discussed will be Imposter Syndrome, boundaries, mentorship, professional development, and the value of networking. Moving into an educator role can be exhausting and daunting, and rapidly lead to burnout, overwhelm, and sour not just the educator but the generations of provider they impact. The experiences and mental models that help further learners covered will help attendees grow in confidence in their professional roles as well as personal experience.

**4A - Item Writing 101: How the National Registry Examination Questions are Developed**

9:15am - 10:15am PT  Stacey Kaizer & Brian Hamilton

The presentation will cover the methods and processes employed to develop the questions that make up National Registry examinations. It all starts with the body of knowledge and skills needed for an EMS provider to deliver competent care to patients. This domain is combined with the principles of good item writing to create meaningful, real-world questions and tasks designed to assess whether a candidate is ready to practice at a given provider level. Item development will be discussed, with a focus on item construction and item fairness. Attendees will also experience how novel technology-enhanced items (TEI) function and how they are developed.
4B - A Conspiracy! How Hidden Curriculum and Bias May Be Affecting Our EMS Learners
9:15am - 10:15am PT  Chris Hamper & Dr. Jamie Kenkel
Did you hear, racial minorities and women are less likely to be represented as EMS providers in textbook imagery than white men? Do you ever feel the standard EMS curriculum is inadequate for topics related to LGBTQ and Black, Indigenous, and People of Color patients? Do you ever insert discussions or topics into courses that you feel are pressing or relevant? Could the practical scenarios and context we provide our students affect the bias of our learners? Does that bias transfer to their patients? Come explore how the topics we include and omit in our courses may be affecting our learners' beliefs and what you can do to mitigate this phenomenon in your classroom.

4C - ChatGPT...Friend or Foe to the EMS Educator
9:15am - 10:15am PT  Dr. Bill Young
ChatGPT was launched in November of 2022. It has the ability to function in a human like format towards developing computer code and is open source, meaning that it is free to use! In addition to computer code, it is able to answer exam questions, solve medical math equations and write essays at a high level. The biggest concern is with educators as to how this will impact the ability to verify that the work submitted by a student is actually theirs. What potential threats to this pose for EMS education as well as are there benefits for its use in our world.

4D - Rapid Cycle Deliberate Practice to Improve Pediatric Medication Delivery
9:15am - 10:15am PT  Stephanie Ashford
Rapid cycle deliberate practice is an innovative simulation strategy that capitalizes on the science of deliberate practice, mastery learning, and crisis resource management to improve individual and team performance during low frequency - high risk events. Pediatric medication delivery in EMS is a confluence of high stress, high risk, and low frequency. John Hoyle MD and team conducted a simulation study on pediatric med errors following an improvement project and presented their findings at NAEMSP 2020. Our team translated the lessons learned from Hoyle's project into discrete objectives and delivered the learning through the RCDP framework. Together we will explore this example and its outcomes.

10:30AM - 11:30AM PT
NAEMSE General Membership Meeting
10:30am - 11:30am PT

2:00PM - 3:00PM PT
General Session - Desirable Difficulty: Defeating the Forgetting Curve Through Recall, Spaced Repetition, and Feedback Driven Metacognition
2:00pm - 3:00pm PT  Dan Batsie
An entry-level provider leaves your class with the expectation of readiness for any number of high stakes and dangerous situations. Yet research suggests that the longer that student is away from class, the less available those critical lessons will be. In a world where most providers will not see the worst of the worst routinely, how do we keep them ready for that very bad day? The answer is to engage their brains early with the habits of desired difficulty. Our curricula should be filled with active challenges that move core information from working to procedural memory and instill the habits of long-term success. This class will discuss how the integration recall, spaced repetition, and feedback driven metacognition can sustain critical lessons and produce key strategies essential to maintaining readiness. We will describe real-word examples and discuss both initial and continuing education.

3:15PM - 4:15PM PT
5A - Mental Health & Trauma-Informed Course Design
3:15pm - 4:15pm PT  Dustin Young
Students are faced with many layers of mental health demands, psychological trauma, and crisis before they ever step into the classroom. Trauma-Informed Course Design allows for instructors to consider how emotional trauma impacts retention, recall and engagement with needed skills in emergency response. This design also allows for the embedding of mental health skills into the content instead of the need for a separate course or training; the inclusion with already delivered content increases implementation. Instructors are encouraged to bring course syllabi or specific assignments to examine how they might integrate Trauma-Informed approaches. This is a highly interactive and engaging workshop design with a goal to immediately provide usable skills within the classroom and field.

5B - How Do We Increase Paramedics the Pilot Program Out of Texas
3:15pm - 4:15pm PT  Melissa Stuive & Deputy Chief Ricardo Quintero
Texas has tried a new concept to increase Paramedics in a shorter time and less money. With a collaboration of the City of Corpus Christi Fire Department and Del Mar College EMS Program, we have started the first pilot in the state to not require EMT-Basic prior to taking Paramedic. The pilot has saved 4 months of an academy and Approx. $17,000 on a 25 cadet academy, with a 100% pass rate. The program has also begun another pilot with a new academy who will complete the program in December, with another plan to pilot a third group. There are a few more departments trying the pilot, so more data will be collected. We ask why is that we require a prerequisite prior to Paramedic? For example, nursing does not require a CNA, or for a Doctor you do not need to be a Physician Assistant. We will explain how you can run a successful program, and not have to change your curriculum.

5C - Lifelong Learning in EMS – A Year Long Educator Collaborative with NAEMSE & NAEMSP
3:15pm - 4:15pm PT  Dr. Tom Grawey, Stephanie Ashford, & Dr. William Leggio
This session presents innovative content and project work from our recently completed yearlong educator collaborative! This collaborative is in partnership with the National Association of EMS Physicians and aims to further develop physician and professional educators through a 9 month experience. This includes monthly content on innovative topics in EMS and medical education as well as engaging in a capstone project where learners apply learned concepts to their own EMS or medical education curricula, role, or experiences.
5D- Paramedic Program Accreditation: Best Practices and Common Questions
3:15pm - 4:15pm PT  CoAEMSP

Hundreds of emails and phone calls are received by the CoAEMSP team throughout any given year. Some inquiries require simple guidance, others are complex, with the need for a comprehensive analysis of the situation. Regardless of the situation, CoAEMSP staff are available to support, encourage, and consult with programs. During this session we will review the most frequently cited Standards and offer guidance on best practices to avoid common pitfalls. We will offer answers to some common questions. Perhaps you are seeking guidance on how best to leverage your advisory committee. What are the qualifications to serve as a “public” member of the advisory committee? Are there strategies to build rapport and gain access to clinical sites? Do you need assistance with the development of a particular policy? Join us as we discuss best practices, provide guidance, dispel myths, and answer your questions.

● SATURDAY - AUGUST 19 ●

8:00AM - 9:00AM PT

General Session - Enhancing EMS in America With Science: Evidence-Based Guidelines for Certification Examinations, and Prehospital Care
8:00am - 9:00am PT  Dr. Paul Rosenberger & Dr. Christian Martin-Gill
The presentation will report about the scientific rigor, guideline worthiness, and effort that is being conducted by the Prehospital Guidelines Consortium regarding the formal identification and use of evidence-based guidelines (EBGs) when constructing certification examinations. Attendees will learn about how the EBGs will be shared by the National Registry in the very near future.

9:15AM - 10:15AM PT

6A - Mental Health Training and Coping Strategies in EMS Education
9:15am - 10:15am PT  Dr. Denise Wilfong & Darla Roseman
This interactive and informative session is founded on a narrative review conducted to research mental health and coping strategies in paramedic education. By addressing mental health disorders and specific coping strategies not included in initial EMS education, educators may better prepare new graduates for risk factors associated with the profession and aid in reducing the incidence of mental health disorders among providers. This presentation will review the background of mental health in EMS and EMS education, discuss best practices in improving mental health, and provide attendees with resources to utilize in their EMS agencies and in their EMS courses.

6B - CAAHEP Standards & Guidelines Revisions
9:15am - 10:15am PT  CoAEMSP
Over the past two years CoAEMSP has been navigating the process of revising and updating the 2015 version of the CAAHEP Standards & Guidelines for the Accreditation of Educational Programs in the Emergency Medical Services Professions. The CAAHEP Standards & Guidelines are based on a CAAHEP template with modified requirements specific to the EMS profession. Following multiple reviews and stakeholder engagement, including public comment periods, we are excited to provide the timeline for implementation. Join us as we explore the new CAAHEP Standards & Guidelines.

6C - Effective Teaching on Shift
9:15am - 10:15am PT  Russ Brown
Teaching on shift can be difficult. With the multitude of things that compete for our attention, training and instructing your trainee can be daunting. This lecture will cover a multitude of tips and tricks to maximize your time and get the most of your training. From setting expectations to giving effective feedback to whiteboard teaching and simulation design this lecture will give you the confidence you need to make the most out of your EMS training program and give your learner a solid foundation!

6D - Improving Feedback Narratives for Faculty, Instructors, Preceptors, and Supervisors
9:15am - 10:15am PT  Dr. Heather Davis
This session will explore the principles of feedback for improved performance focusing on examples that are specific, actionable, and behavior-based. Narrative feedback can be the most useful to learners and employees for driving behavior change, but not when it is too general, overly positive, or laden with bias. Together, we will perform narrative makeovers to improve the quality and utility of the feedback provided.

10:30AM - 11:30AM PT

7A - 2023 National Registry Update: AEMT SMC, Psychomotor Sunset, & Scaled-Score Reporting
10:30am - 11:30am PT  Dr. Paul Rosenberger
This presentation will provide content in four areas related to contemporary National Registry actions and topics. Topics to be covered include AEMT SMC, the ALS psychomotor sunset, and scaled-score reporting.

7B - When to Be a Leader and When to Be a Listener!
10:30am - 11:30am PT  Dr. Carlene Thornton
An essential part of leadership is listening. However, some leaders have a difficult time listening. Hearing and listening are not the same. During this session, we will discuss when to listen, how to listen, and when to be a leader (take action).
7C - I’m Not Your Mom: A Woman’s Guide to Leadership In EMS
10:30am - 11:30am PT  Amanda Ward & Ann Mortgan
This course is designed to identify and address some common leadership struggles and pitfalls women in Emergency Medical Services often face. Attendees will be provided with leadership tools and strategies that will aid with managerial roles in what has traditionally been a man’s field, as well as tips to increase job satisfaction and healthy home boundaries. The psychology of promotional processes will be evaluated, as well as operational fatigue and the art of delegation from a gender driven perspective.

7D - Utilizing Key Performance Indicators to Drive Your Continuing Education Program
10:30am - 11:30am PT  Terri King
To ensure improved performance in the field, many EMS systems are reviewing their system’s key performance indicators. These indicators will give you areas of needed improvement within your system and should drive your continuing education. We will discuss how to select and calculate these topics and different ways to incorporate them into your training.

1:45pm - 2:45pm PT

Closing General Session - More Bang for the Buck: moving past traditional continuing education for a comprehensive local continued competency program
1:45pm - 2:45pm PT  Mark Terry
Emergency medical services is commonly asked to do more with less. Advanced approaches to local credentialing can remove redundancies to achieve better results with less time spent on continuing education and skills testing. A robust local credentialing program can meet standards for recertification, licensure, specialty certifications, and local needs while reducing time spent for traditional continuing education. Simple changes can eliminate the need for refresher courses and fully integrate credentialing at multiple levels with regulatory requirements. Traditional continuing education can be inefficient - newer strategies for low dose high frequency training and integration with operational tasks can dramatically reduce total time and cost commitment to provide high quality evidence of continued competency for EMS providers while improving quality and engagement.
## 2023 NAEMSE Symposium

### Schedule-at-a-Glance

All sessions subject to occupancy limits, please sign up for sessions in advance. You will not be permitted to attend sessions you are not pre-registered for.

If you have any questions, please email rio.grassmyer@naemse.org.

### MONDAY – AUGUST 14

<table>
<thead>
<tr>
<th>Course Name</th>
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<tr>
<td>NAEMSE Level 1 Instructor Course (Day 1)</td>
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<tr>
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<tr>
<td>NAEMSE Skills Instructor Course (Day 1)</td>
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<tr>
<td>NAEMSE Lesson Planning Instructor Course (Day 1)</td>
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<td>5:00pm PT</td>
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<tr>
<td>Standard Setting for High-Stakes Exams</td>
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### TUESDAY – AUGUST 15

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<tr>
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<tr>
<td>NAEMSE Skills Instructor Course (Day 1)</td>
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<tr>
<td>NAEMSE Lesson Planning Instructor Course (Day 1)</td>
<td>8:00am</td>
<td>5:00pm PT</td>
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<tr>
<td>Cultural Humility Summit</td>
<td>1:00pm</td>
<td>4:00pm PT</td>
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<tr>
<td>Moulage Madness - Budget Friendly Moulage</td>
<td>1:00pm</td>
<td>5:00pm PT</td>
</tr>
<tr>
<td>Educating and Evaluating Clinical Judgment for AEMT and Paramedic Educators</td>
<td>8:00am</td>
<td>5:00pm PT</td>
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<tr>
<td>Educating Educators on Ultrasound and Curriculum for EMS Providers</td>
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### WEDNESDAY – AUGUST 16

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<td>NAEMSE Level 2 Instructor Course (Day 2)</td>
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<td>3:00pm PT</td>
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<tr>
<td>NAEMSE Skills Instructor Course (Day 2)</td>
<td>8:00am</td>
<td>3:00pm PT</td>
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<tr>
<td>NAEMSE Lesson Planning Instructor Course (Day 2)</td>
<td>8:00am</td>
<td>3:00pm PT</td>
</tr>
<tr>
<td>Educating Culturally Aware EMS Providers 101</td>
<td>8:00am</td>
<td>12:00pm PT</td>
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<td>1:00pm</td>
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<tr>
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<td>8:00am</td>
<td>5:00pm PT</td>
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### THURSDAY – AUGUST 17

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<th>Course Name</th>
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<tbody>
<tr>
<td>Welcome &amp; Opening General Session:</td>
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<tr>
<td>Structured Debriefing to Enhance Clinical Judgment 8:15am</td>
<td>9:30am PT</td>
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</tr>
<tr>
<td>Award Ceremony</td>
<td>9:30am</td>
<td>10:00am PT</td>
</tr>
<tr>
<td>1A - Simulation for Affective Skills</td>
<td>10:15am</td>
<td>11:15am PT</td>
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<tr>
<td>1B - Explicit Instruction: Putting the Sage Back On The Stage</td>
<td>10:15am</td>
<td>11:15am PT</td>
</tr>
<tr>
<td>1C - Follow the Science: Incorporating Medical Evidence into EMS Practice</td>
<td>10:15am</td>
<td>11:15am PT</td>
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<tr>
<td>1D - CoAEMSP/CAAHEP Accreditation Update</td>
<td>10:15am</td>
<td>11:15am PT</td>
</tr>
<tr>
<td>2A - Validity in Action: The Life Cycle of National Registry Examinations &amp; Accommodations</td>
<td>11:30am</td>
<td>12:30pm PT</td>
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<tr>
<td>2B - Paving the Way to Success for Minority EMT Students</td>
<td>11:30am</td>
<td>12:30pm PT</td>
</tr>
<tr>
<td>2C - Cementing Learning: Strategies to Promote Retention in EMS Education</td>
<td>11:30am</td>
<td>12:30pm PT</td>
</tr>
<tr>
<td>2D - What (And Who) Is Missing, From Your Classroom</td>
<td>11:30am</td>
<td>12:30pm PT</td>
</tr>
</tbody>
</table>

### Additional Note

- **Exhibit Hall Open & Lunch Served**
  12:30pm - 3:30pm PT

- **3A - Teaching Differential Diagnosis Formation in EMS - Becoming a Master Builder**
  3:30pm - 4:30pm PT
3B - Educating Clinicians—Federal Updates for the Future of EMS
3:30pm - 4:30pm PT  Clary Mole

3C - It's OK to be Critical: Strengthening clinical reasoning in the classroom
3:30pm - 4:30pm PT  Arthur Hsieh

3D - Uncommon Strategies for Developing Instructors
3:30pm - 4:30pm PT  Jonathan Oesterman

4:45PM - 5:45PM PT
General Session - The CAPCE Update, 2023
4:45pm - 5:45pm PT  Jay Scott

Welcome Reception
5:45pm - 8:00pm PT

FRIDAY - AUGUST 18

8:00AM - 9:00AM PT
General Session - Paramedicine Student Resilience & Wellbeing
8:00am - 9:00am PT  Ryan Batenhorst

9:15AM - 10:15AM PT
4A - Item Writing 101: How the National Registry Examination Questions are Developed
9:15am - 10:15am PT  Stacey Kaizer & Brian Hamilton

4B - A Conspiracies! How Hidden Curriculum and Bias May Be Affecting Our EMS Learners
9:15am - 10:15am PT  Chris Hamper & Dr. Jamie Kennel

4C - ChatGPT...Friend or Foe to the EMS Educator
9:15am - 10:15am PT  Dr. Bill Young

4D - Rapid Cycle Deliberate Practice to Improve Pediatric Medication Delivery
9:15am - 10:15am PT  Stephanie Ashford

10:30AM - 11:30AM PT
NAEMSE General Membership Meeting
10:30am - 11:30am PT

2:00PM - 3:00PM PT
General Session - Desirable Difficulty: Defeating the Forgetting Curve Through Recall, Spaced Repetition, and Feedback Driven Metacognition
2:00pm - 3:00pm PT  Dan Batie

3:15PM - 4:15PM PT
5A - Mental Health & Trauma-Informed Course Design
3:15pm - 4:15pm PT  Dustin Young

5B - How Do We Increase Paramedics the Pilot Program Out of Texas
3:15pm - 4:15pm PT  Melissa Sluice & Depute Chief Ricardo Quintero

5C - Lifelong Learning in EMS – A Year Long Educator Collaborative with NAEMSE & NAEMSP
3:15pm - 4:15pm PT  Dr. Tom Grawey, Stephanie Ashford, & Dr. William Leggio

5D - Paramedic Program Accreditation: Best Practices and Common Questions
3:15pm - 4:15pm PT  CoAEMSP

SUNDAY - AUGUST 19

8:00AM - 9:00AM PT
General Session - Enhancing EMS in America with Science: Evidence-based Guidelines for Certification Examinations, and Prehospital Care
8:00am - 9:00am PT  Dr. Paul Rosenberger & Dr. Christian Martin-Gill

9:15AM - 10:15AM PT
6A - Mental Health Training and Coping Strategies in EMS Education
9:15am - 10:15am PT  Dr. Denise Wilfong & Darla Roseman

6B - CAAHEP Standards & Guidelines Revisions
9:15am - 10:15am PT  CoAEMSP

6C - Effective Teaching on Shift
9:15am - 10:15am PT  Russ Brown

6D - Improving Feedback Narratives for Faculty, Instructors, Preceptors, and Supervisors
9:15am - 10:15am PT  Dr. Heather Davis

10:30AM - 11:30AM PT
7A - 2023 National Registry Update: AEMT SMC, Psychomotor Sunset, & Scaled-score Reporting
10:30am - 11:30am PT  Dr. Paul Rosenberger

7B - When to Be a Leader and When to Be a Listener!
10:30am - 11:30am PT  Dr. Carlene Thornton

7C - I'm Not Your Mom: A Woman's Guide to Leadership In EMS
10:30am - 11:30am PT  Amanda Ward & Ann Martgan

7D - Utilizing Key Performance Indicators to Drive Your Continuing Education Program
10:30am - 11:30am PT  Terri King

Closing General Session - More Bang for the Buck: moving past traditional continuing education for a comprehensive local continued competency program
1:45pm - 2:45pm PT  Mark Terry
NAEMSE

Member Benefits

NAEMSE members enjoy several benefits, such as:

- **Full access** to all online Prehospital Emergency Care Journal articles and issues
- Access to a network of high-level EMS educators, State Directors, and companies
- A weekly members-only newsletter that provides the latest EMS news and articles
- Many exclusive NAEMSE member discounts (including instructor courses and symposium registration)!
- Gain free CEUs from monthly webinars

Invest in your future as an EMS Educator, and become a NAEMSE member today!
Please visit naemse.org for more details, or scan the QR code above.

---

Membership Dues
$95/year

Membership dues are $95/year for individual EMS Educators. If your school, department or program is interested in a group membership, contact us for info on Institutional Memberships - only $85.50 per person if you have a minimum of 3.

---

Continuing Education

NAEMSE members enjoy FREE 1 hour continuing education certificates for attending our NAEMSE webinars, along with discounted rates for all NAEMSE courses and workshops- even symposium registration!

---

“By attending the NAEMSE conference, I have been able to stay up-to-date on the latest trends and developments in EMS education, ensuring that my curriculum remains relevant and effective, along with the best professional networking in the industry.”

- Kyle R.
Wilmington, Delaware
St. Francis Hospital EMS
NAEMSE MEMBER SINCE 2019

Not only can you sign up for NAEMSE courses from the comfort of your own home- you can attend them from there too! Visit naemse.org for a list of upcoming courses, NEMSEC exams, and webinars.
2023 NAEMSE Awards

Winners Receive
- Free travel to Reno, Nevada
- Waived symposium registration
- 2 free hotel nights

Previous Recipients
(2022 - Louisville, Kentucky)

Let Your Voice Be Heard

Every year, NAEMSE presents 3 attendees with an award to recognize their efforts in advancing the EMS Education profession. The Unsung Hero Award, James O. Page Award and the Legends That Walk Among Us Award provide the recipient with a free registration and travel/hotel expenses for their trip to the NAEMSE Symposium!

Tell us a little bit about yourself, your journey in EMS Education, and how attending this year’s NAEMSE symposium for free would positively impact your career. If selected, you could win a free registration and 2 free hotel nights in beautiful Reno, Nevada!

Go to the “Scholarships” tab on naemse.org to submit an application for yourself or a colleague to receive an award!
Visit us in booth 400/301!

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Take Your Classroom to the Next Level
Our exhibit hall is the perfect place to find the right solutions for you and your program. If you are in need of resources or advice to take your classroom to the next level, stop by the exhibit hall and get connected!

We are Working for You
Our exhibitors are dedicated to providing the best products and services for you and your students. They are here to help you find solutions to your challenges with their technology, products, and services.

Dozens of Vendors in One Location
We are proud to welcome many of our Corporate Partners for this year’s symposium, along with several new companies. Whether you are catching up or meeting for the first time, make sure you stop by the exhibit hall for an in-person meeting!

Something for Everyone
We have exhibitors in many different industries, including simulation, evaluation, test development, certification, virtual reality, and more!

2023 Exhibitors  (Please visit naemse.org for an updated list of exhibitors & booth numbers.)
1. Please select your Symposium Pass (Session selections on the next page):
   - O 3-Day Symposium Pass
   - O 1-Day Symposium Pass - $200

2. Basic Information
   - First Name: ________________________________
   - Last Name: ________________________________
   - Title: ________________________________
   - Company/Org: ________________________________
   - Address: ________________________________
   - City: ____________________________
   - State: ____________ ZIP: ____________
   - Country: ________________________________
   - Is this a home or work address? O Home O Work
   - Primary Phone: ( ) ________________________________
   - Mobile Phone: ( ) ________________________________
   - Email: ________________________________

3. License Info
   - License information is required in order to issue CEU for attendance. If you do not complete this section you will not be eligible for CEU.
   - License #: ________________________________
   - License State: ____________ Expiration: ________
   - License Type: ________________________________
   - (If applicable, not required.)
   - NREMT Number: ____________ Expiration: ________

Payment Information
- Pre-Conference Sessions: $
- Main Conference: $
- Total Cost: $

Choose 1 day: O August 17 O August 18 O August 19

Payment Method (Select one.)
- O Check
- O Purchase Order-Please Provide #: ________________________________

Invoice will be mailed to the address provided on this form. If different, provide the correct address here:

O Credit Card
- O AMEX O VISA O Mastercard O Discover
- Card #: ________________________________ Expiration: ________________
- Security Code: ________________________________
- Cardholder Name: ________________________________
- Billing Address: ________________________________
- City: ____________ State: _______ ZIP: ____________

Cancellation Policy
All cancellations must be made in writing and must be either emailed to naemse@naemse.org or sent via mail to the following address: 250 Mt. Lebanon Blvd, Suite 209, Pittsburgh, PA 15234. Cancellations received prior to July 14, 2023, will receive a 25% refund on their total registration fees.

We regret that we cannot refund any registration fees after July 14, 2023, because we must submit a complete commitment for the meeting room facilities, materials, AV, and all food and beverage orders by that date.

Complete this form & return to:
National Association of EMS Educators (NAEMSE)
250 Mt. Lebanon Boulevard | Suite 209
Pittsburgh, PA 15234
Registration Selections

Please select all sessions you plan to attend. All sessions are subject to capacity limits, mail-in registrations will be processed once received. Once processed, you will receive an email if there are any room capacity conflicts.

Pre-Conference Sessions

<table>
<thead>
<tr>
<th>Course Date</th>
<th>Price</th>
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<tbody>
<tr>
<td>NAEMSE IC Level 1</td>
<td>14th - 16th</td>
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<tr>
<td>NAEMSE IC Level 2</td>
<td>15th - 16th</td>
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<tr>
<td>NAEMSE Skills Instructor Course</td>
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<td>16th</td>
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Pre-Conference Session Total: $________

Main Conference - Day 1

Breakout 1  10:15am-11:15am PT
- 1A Simulation for Affective Skills
- 1B Explicit Instruction: Putting the Sage Back On The Stage
- 1C Follow the Science: Incorporating Medical Evidence into EMS Practice
- 1D CoAEMSP/CAAHEP Accreditation Update

Breakout 2  11:30am-12:30pm PT
- 2A Validity in Action: The Life Cycle of National Registry Examinations & Accommodations
- 2B Paving the Way to Success for Minority EMT Students
- 2C Cementing Learning: Strategies to Promote Retention in EMS Education
- 2D What (And Who) is Missing, From Your Classroom

Breakout 3  3:30pm-4:30pm PT
- 3A Teaching Differential Diagnosis Formation in EMS - Becoming a Master Builder
- 3B Educating Clinicians—Federal Updates for the Future of EMS
- 3C It’s OK to Be Critical: Strengthening Clinical Reasoning in the Classroom
- 3D Uncommon Strategies for Developing Instructors

Main Conference - Day 2

Breakout 4  9:15am-10:15am PT
- 4A Item Writing 101: How the National Registry Examination Questions are Developed
- 4B A Conspiracy! How Hidden Curriculum and Bias May Be Affecting Our EMS Learners
- 4C ChatGPT...Friend or Foe to the EMS Educator
- 4D Rapid Cycle Deliberate Practice to Improve Pediatric Medication Delivery

Breakout 5  3:15pm-4:15pm PT
- 5A Mental Health & Trauma-Informed Course Design
- 5B How Do We Increase Paramedics the Pilot Program Out of Texas
- 5C Lifelong Learning in EMS – A Year Long Educator Collaborative with NAEMSE & NAEMSP
- 5D Paramedic Program Accreditation: Best Practices and Common Questions

Main Conference - Day 3

Breakout 6  9:15am-10:15am PT
- 6A Mental Health Training and Coping Strategies in EMS Education
- 6B CAAHEP Standards & Guidelines Revisions
- 6C Effective Teaching on Shift
- 6D Improving Feedback Narratives for Faculty, Instructors, Preceptors, and Supervisors

Breakout 7  10:30am-11:30am PT
- 7A 2023 National Registry Update: AEMT SMC, Psychomotor Sunset, & Scaled-score Reporting
- 7B When to Be a Leader and When to Be a Listener!
- 7C I’m Not Your Mom: A Woman’s Guide to Leadership In EMS
- 7D Utilizing Key Performance Indicators to Drive Your Continuing Education Program
2023 NAEMSE Symposium & Trade Show
Exhibitor Registration

1 General Information
Company Name: _______________________
Address: _____________________________
City: _________________________________
State: _________________________________
ZIP: _____________
Phone: (____) _______________________
Contact Name: _________________________
Contact Email: _________________________

2 Type of Service:
O Training Programs
O Medical Identification
O Nonprofit Organization
O Equipment Supplier
O Publishing
O Other: _____________________________

3 Representative Information
Please only list information for those who will be working at your booth. Representatives who wish to attend any precons, general or breakout sessions MUST register separately as an event attendee to receive CE credit for attendance.

Representative #1
Name: _______________________________
Title: ________________________________

Representative #2
Name: _______________________________
Title: ________________________________

4 Booth Preferences
Please provide your top booth choices below. To view the Exhibit Hall floor plan please go to naemse.org.

#1 _________ #2 _________
#3 _________ #4 _________

5 Company Description
During Symposium, we utilize the app Guidebook for our digital agenda and planner, in addition to sending announcements and advertising. Please provide a short description to include in your Exhibitor profile in the Guidebook app. Attach to this application or email to rio.grassmyer@naemse.org, please do not exceed 150 words.

6 Booth Pricing
□ Corporate Partner - Platinum Level $500
□ Corporate Partner - Gold Level $1000
□ Corporate Partner - Silver Level $1200
□ Non-Corporate Partner $1500
□ Nonprofit Organization $750
□ Add-Ons: Extra Booth $500/each # ___________
□ Extra Rep. $200/person # ___________

Payment Information
Total Cost of Booth + Add-Ons: $___________
Payment Method (Select one.)
O Check O Purchase Order O Credit Card

Invoice will be mailed to the address provided on this form.
If different, provide the correct address here:
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O AMEX O VISA O Mastercard O Discover

Card #: ________________ Security Code: ______
Cardholder Name: __________________________
Billing Address: ______________________________________
City: _____________ State: ___________ ZIP: __________

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All cancellations must be made in writing and must be either emailed to stephen.perdziola@naemse.org or sent via mail to the following address: 250 Mt. Lebanon Blvd, Suite 209, Pittsburgh, PA 15234. Cancellations received prior to July 14, 2023, will receive a 25% refund on their total registration fees.

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Booth Pricing Options:
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□ Non-Corporate Partner $1500
□ Nonprofit Organization $750
□ Add-Ons: Extra Booth $500/each # ___________
□ Extra Rep. $200/person # ___________
Notes

Staff Directory

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Kayla Remai
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Alexa Zewe
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Jaine Brophy
Administrative Assistant
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2024

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