Recognizing that NEA’s ability to influence public education is in direct proportion to an engaged membership, the Minority Leadership Training Program prepares ethnic-minority members to be strong leaders, activists, and full participants in Association life. NEA staff deliver MLTP training sessions in two phases—the first for emerging leaders and the second for experienced leaders—in all state and regions.

**PHASE I (EMERGING LEADERS)**

Developing a Vision (4 hours needed) — Learn about the importance of having a vision for individual and organizational growth; the relationship between leadership and the visioning process; and the mechanism by which a clear, shared vision can instill leaders with passion, energy, power, and creativity.

- **Understanding the Association** (2 hours needed) — Explore the structure and workings of NEA—including the relationship among governance, staff, and programs—to better understand the various leadership levels (local, state, and national), utilize Association programs, and identify where you can increase your involvement.

- **Communication Receiving** (1 hour needed) — Enhance your communications receiving skills by learning to identify and overcome barriers to effective listening and by sharpening your ability to digest and interpret information presented verbally.

- **Communication Sending** (1 hour needed) — Enhance your communications sending skills by identifying various methods of sending messages, using each method appropriately, and being clear, concise, and lucid when communicating verbally.

- **Decision-Making** (1 hour needed) — Explore the effect of individual differences on group decision making and learn which decision-making processes foster effective group decisions.

- **Assertiveness for Emerging Leaders** (1 hour needed) — Learn to differentiate among passive, assertive, and aggressive behaviors; assess your present level of assertiveness; and assert your individual rights without violating the rights of others.

- **Running for Office** (2 hours needed) — Get practicable, step-by-step intelligence on putting together a winning election campaign: from learning how to leverage resources and choose key personnel, to identifying management styles that achieve the best results.

- **Leadership** (2 hours needed) — Learn to recognize and develop a) the six essential principals and skills you need to be an effective organizational leader and b) other members who may be ready to advance in the Association.
PHASE II (EXPERIENCED LEADERS)

- **Organizing** (2.5 hours needed) — Explore effective strategies for recruiting new members or bringing divergent groups and/or individuals together—on a long-term or short-term basis—to grapple with education issues.

- **Power Language** (2.5 hours needed) — Explore language as a medium for power and leadership in various social settings; examine which words convey strength and confidence and which convey the opposite; study the denotative and connotative meaning of certain words; and learn how to frame language to achieve a goal.

- **Parliamentary Procedure** (2.5 hours needed) — Examine the specific structure, process, and mechanism of presiding over and participating in large, orderly meetings, such as the NEA Representative Assembly, using Robert’s Rules of Order as a vehicle for making your voice heard and getting your motions passed.

- **Message Development for Public Education Advocates** (2.5 hours needed) — Explore how modern advertising, namely message development, can alter public attitude toward public education; learn to develop print and electronic media messages that can be used for virtually any education issue; and learn how to examine various education messages for content, validity, structure, and effectiveness.

- **Political Action/Lobbying** (2.5 hours needed) — Identify the connection between political action and positive education reform; learn how to launch a successful political action campaign and effectively lobby policymakers on education issues; and gain a better grasp of the various elements, strategies, and techniques involved in setting a legislative agenda at the local, state, and national levels.

- **Developing Community Partnerships** (2 hours needed) — Learn how to work with communities to garner support for public education by becoming an integral part of a community and developing relationships/partnerships that serve as a resource for meeting education challenges and establishing broad-based issues.

- **Assertiveness for Experienced Leaders** (2.5 hours needed) — Develop a better understanding of the dimensions of assertive behavior; assess your present level of assertiveness; and hone your skills for developing assertive attitudes, messages, and personal styles. Learn how to identify passive, assertive, and aggressive behavior in others and how to give and receive feedback, including how to handle “put-downs.”

- **Running for Office/Advanced** (4 hours needed) Get practicable, step-by-step intelligence on putting together a winning election campaign: from learning how to leverage resources and choose key personnel, to identifying management styles that achieve the best results.

For further information and training request forms, please contact:

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NEA’s Human and Civil Rights Department offers two foundational workshops—the Social Justice Training Program and the Cultural Competence Training Program—each of which can be held as a stand-alone session or an adjunct session to Minority Leadership Training.

Social Justice Training Program

Rooted in the vision, mission, and values of NEA, the Social Justice Training Program helps members draw the connection between achieving social justice in schools and realizing academic success for all students. The program lays the foundation for NEA’s social justice work by teaching educators to create more just and effective learning environments.

Offered as a one-hour overview or a two-hour or four-hour session, the Social Justice Training Program has three learning objectives:

- Deepen educators’ understanding of social justice principles and why these principles are relevant to their work.
- Explore the impact of social justice issues on students and educators.
- Empower educators to apply the principles of social justice when confronted with social oppression in the workplace or Association.

Cultural Competence Training Program

Recognizing that culturally competent instruction helps educators close achievement gaps, NEA offers a program that expands the capacity of educators to serve students from diverse cultural and ethnic backgrounds.

Offered as a three-hour or four-hour session, the Cultural Competence Training Program has four learning objectives:

- Deepen participants’ own cultural self-awareness.
- Increase their understanding of the link between cultural self-awareness and cultural competence.
- Identify culturally responsive teaching practices.
- Share strategies for promoting culturally responsive instruction.

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