



# Amplifying Our Voice: Leading Boldly for Our Students, Our Professions, and Our Union

**Racial Justice, Dignity and Restorative Practices: Why Should Labor Advocate?  
Montclair Education Association & Montclair Board of Education**

**Petal Robertson, Gayl Shepard, Shivoyne Trim,  
Tara Crisafuli, Mirta Alsina, and Candace Wells**

## NEA Leadership Competency : **ADVOCACY**

### NEA Leadership Competency Progression Level(s):

- **Level 1: Foundational**
- **Level 2: Mobilizing & Power Building**
- **Level 3: Agenda Driving**

## NEA Leadership Competency : **ADVOCACY**

### NEA Competency Themes:

- Engages and builds mutually beneficial relationships to advance advocacy and political goals
- Interprets and acts on social and racial justice initiatives

# NEA Leadership Competency : **LEADING OUR PROFESSION**

## NEA Leadership Competency Progression Level(s):

- **Level 1: Foundational**
- **Level 2: Mobilizing & Power Building**

# NEA Leadership Competency : **LEADING OUR PROFESSION**

## **NEA Competency Themes:**

- **Recognizes and promotes the association's role in improving the learning of all students**
- **Advocates for policies and strategies that positively impact our professions and the learning of all students**



## NEA Organizational Priorities:

- **Racial Justice in Education**
- **My School, My Voice**

## NEA Strategic Goals

- **Advance Racial Justice in Education:** Support members in advancing racial justice in education and improving conditions for students, families, and communities through, awareness, capacity-building, partnership, and individual and collective action.
- **Increase Educator Voice, Influence, and Professional Authority:** Develop and sustain effective structures, processes, and leaders to increase educator influence in decision-making at worksite, district, state, and national levels.

## How Does Each Person's Role Intersect with RJ

This will be an explanation of the following roles:

- Association
- Board of Ed
- Community
- Teachers
- Administrators



# Incorporating RJ Language through the District

- RJ as a cultural shift
- Benefits
- “Talking Peace”
- Philosophy Change
- Restorative Circles
- Etc.

# Challenges

- Fear
- Buy in
- Program Overload
- “one more thing to do...”
- Etc.

# Next Steps

- Presentation at the BOE meeting
- District-wide RJ literature
- RJ games that teach for each grade level (elementary, middle, high)
- 7r's of RJ in each classroom
- Consistent RJ circles

## Session Outcomes (Second to last slide)

The content from this session can be used in the following ways in your current position/role:

- To begin Community Conversations around Restorative Justice
- To begin preparing a Restorative Justice team
- Maneuvering the pitfalls of initiating the RJ Philosophy in school districts
- To learn how to build education advocacy partners

## Closing (Last slide)

- Please complete the evaluation for this breakout session by using the NEA Summit Mobile App!
- Please visit the Leadership Development Resources website at [www.nea.org/leadershipdevelopment](http://www.nea.org/leadershipdevelopment)