UNITING OUR MEMBERS AND THE NATION

Empowering leaders, educating students, strengthening communities

Leadership and Empowerment

Dr. Karyn Grace
Cambridge Education Association
SEIU Lesley University Adjunct
Governance and Leadership

Level 1: Foundational
Increases leadership skills
Active listening skills
Facilitation skills

Level 2: Mobilizing and Power Building
Effective communication
Base knowledge of union rights and critical information
Mapping your building for effective communication
NEA Strategic Goal &
NEA Organizational Priorities:

• NEA Strategic Goal
  – Strategic Goal 1: Strong Affiliates for Educator Voice and Empowerment
  – Strategic Goal 2: Empowered Educators for Successful Students

• NEA Organizational Priority
  – Early Career Educators
  – Every Student Succeeds Act
  – My School, My Voice
Your Roles...

Building Rep as Organizer

Building Rep as Communicator

Building Rep as Advocate
How do we do this?
BUILDING REP AS ORGANIZER
What does an organizer do?

• Builds Involvement

• Acts as Talent Scout - Develops other advocates and leaders

• Facilitates communication throughout the organization
Building Rep as Communicator
How do you communicate with members in your building?

Through Charting:

• One-on-one conversations
• Email
• Telephone
• 10 Minute Meetings
• Text Messages
• Facebook/Social Media
• Flyers/Leaflets
Every good conversation starts with listening

- Active Listening
- Take Notes
- Where does the information go?
  - FAC
  - President
  - Grievance Chair
  - Administration
- Relationship with Administration
COMMUNICATION CYCLE

Week 1
• 10 Minute Meeting

Week 2
• Reconnaissance

Week 3
• Communication

Week 4
• Report Out
• Conduit for Communication

• Simple Agenda
  – Old Business
  – New Business (Use a Summary Sheet)
  – Open Discussion/Prioritization
Get Representatives from Departments/Grade Levels/Hallways
Week 2 • Reconnaissance

• Get the facts
• Get members involved
• Talk with grievance chair
• Have member “experts” prepared to discuss issues
• Issues Worksheet
The issue will dictate whom you speak with first.

**Meeting w/ Principal**
Don’t meet alone
Have all relevant facts
Have possible solutions ready
Have a note taker
Bring the “experts”

**Association Meetings**
Share details
Be ready for suggestions
• Report Out

• Update the info sheets

• Share the results with the members

• Caution on confidentiality
Building Rep as Advocate
Publicly support the local association and its members

• As advocates, our job is to:
  – Always Defend, Never Judge
  – Give SOUND advice
    • But ask for help
    • Communicate, Communicate, Communicate

It is a violation of the law to refuse to fairly represent a bargaining unit member in a matter involving the contract.
Weingarten Rights

• If you have reason to believe that you might be disciplined, you have the right to union representation:
  • Investigatory interviews when your supervisor is seeking to elicit facts
  • Your supervisor requests a written statement or written answers
  • Meetings or discussions when the supervisor has not yet decided to discipline you and is still seeking information
Legal Rights, Responsibilities and Protection

• PTS and other Just Cause
• Suspension of school employees
• Discrimination and Sexual Harassment
• Social Media and use of email
• 51A reporting obligations
• Fair Labor Standards Act
• Parental Leave
• Free Speech
What to do If?

• Table conversations on sample scenarios

• Questions and Answers!
Session Outcomes

• The content from this session can be used in the following ways in your current position/role:
  – Train your districts union representatives
  – Establish greater communication within your union membership
  – Develop greater participation and growth of union members and activists
Thank you for attending!

Please complete the evaluation for this breakout session on your NEA Summit Mobile App!