UNITING OUR MEMBERS AND THE NATION
Empowering leaders, educating students, strengthening communities

Creating An All-Star Team
Amber Gould and Michael McGowan
NEA Leadership Competency: Governance and Leadership

NEA Leadership Competency progression level(s):
Level 1: Foundational and Level 2: Mobilizing & Power Building

NEA Leadership Competency themes:
• Establishes and maintains collaborative, effective relationships
  - Establishes purposeful relationships to foster collaboration
• Advances the organization by internalizing its mission, vision, and core values
  - Empowers others and promotes a culture that appeals to the different motivations of members while recognizing the contributions of all
• Develops self and others as leaders
  - Identifies own leadership strengths and weaknesses and works to improve them
  - Builds a diverse group of leaders to take on greater roles and responsibilities in the association
NEA Strategic Goal and NEA Organizational Priority:

NEA Strategic Goal

Strategic Goal 1: Strong Affiliates for Educator Voice and Empowerment

NEA Organizational Priority

Early Career Educators

My School, My Voice
Creating your All-Star team

Amber Gould and Michael McGowan - Arizona
GUEA
Quality Education for All Students
In a perfect world…

The Simpsons
How many players do you need to fill a team?

Do you have a lineup card?
How many positions of leadership do you need filled?

GUEA Examples

Elected Executives
Professional Negotiations
District Advisory Committee

District Committee
Chairs Advocacy, Communication,
Membership, Political Action)

Site team leaders
Ad Hoc committees, panels
What does an All-Star lineup look like?

Brainstorm a list of best educators (interpretation varies here - most widely respected, most synonymous with excellence at the school site) and why they are so highly regarded

i. Who are your best educators?

ii. What are their strengths?

iii. For what position would they best fit?

iv. How will you get them to do it?
Who do you have on your depth chart?
Who is in your farm system?

What type of post-its do you have more of: positions to fill or teachers with promise?

If you have more positions, than people….now you become a talent scout.

If you have more people, than positions….now you train/groom the talent
How do you develop the talent you draft?

A) What opportunities are comfortable and in their wheelhouse

B) GUEA example - Dan McCloy
   1. CQE
   2. Override
   3. Bond volunteers
   4. Legislature trips
What is your best team?

Self-Reflection

1. What are you doing to prepare for your departure?

2. What are your own strengths and weaknesses? How do they help or hinder your local?

3. How can you focus your energies on your strengths while delegating in areas of weakness?
Session Outcomes

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

Identification of leadership roles within your affiliate.

Identification of leaders within your affiliate.

Self-reflection on your own strengths and weaknesses within your leadership role.
Closing (Final slide)

Please complete the evaluation for this breakout session by using the **NEA Summit Mobile APP**! – Please remember to build in 5 minutes at the end of your session to allow time for the attendees to complete the evaluation for your session.

Please visit the Leadership Development Resources website at [www.nea.org/leadershipdevelopment](http://www.nea.org/leadershipdevelopment)
Materials needed

2 different color post it notes

Flip chart paper with column for positions and column for people to brainstorm

Copies of GUEA leadership chart, site team template, position descriptions, site team models

Prettier document for them to create their own list of positions and people

Blank template and job descriptions electronically