Powerful, Prepared, Proactive: Building a Comprehensive Plan to Win!

Part I

John Ford
President, Jefferson County Education Association
Governance and Leadership

- Competency progression level(s):
  - Level 1: Foundational and Level 2: Mobilizing & Power Building
  - Level 3: Agenda Driving

- Competency Themes:
  - Effectively executes governance and leadership responsibilities
  - Establishes and maintains collaborative, effective relationships
  - Advances the organization by internalizing its mission, vision and core values
  - Set strategic objectives to guide long-term goals
  - Develops self and others as leaders
JCEA Operational Board

PROPOSED CHANGES IN BYLAWS AND STANDING RULES

2014
CURRENT JCEA GOVERNANCE AND STAFF STRUCTURE

**Executive Director**
Lisa Elliott

**Staff**
- **Director of Political Action** Larry Spotts
- **Director of Communication** Scott Kwasny
- **Program Assistants** Callie Orgeron and Lindsay Stearns

**President**
John C. Ford

**Executive Committee**
- **President** John Ford
- **Vice-President** Stephie Rossi
- **Treasurer** Dean Raizman
- **Secretary** Brook Williams
- **CEA Board Members** Kristy Parsons and John Ford

**JCEA Board of Directors**
- **Alameda** Kay Evans
- **Arvada West** Carla Miller
- **Bear Creek** Mary Jo Abbott
- **Chatfield** Luree Zehner
- **Columbine** Connie Jones
- **Conifer** Mary Jo Gentleman
- **Dakota Ridge vacant**
- **Evergreen** Kathleen Langowski
- **Golden** Suzanne Covington
- **Green Mountain** Kim Peterson
- **Jefferson** Jon Clippinger
- **Lakewood** Sallie Rupnow
- **Pomona** Tim Murray
- **Standley Lake** Jon Cefkin
- **Wheat Ridge** Arik Heim
Current Committees and Chairs

BARGAINING COMMITTEE
Stephanie Rossi

MEMBERSHIP/ORGANIZING
Beth Low

ELECTIONS COMMITTEE
NONE

PAC COMMITTEE
President

EMAC
Carla Miller

Communications
None

DOCUMENTS COMMITTEE
Vice-president

EXCELLENCE FUND
Executive Committee

Instructional Advocacy
None
JCEA Operational Board
13 Members
Bylaw Article III
Standing Rule Article III, Sec. 5

JCEA Officers: Executive Committee
- President
- Vice-president
- Secretary
- Treasurer
- CEA Board Members (2)

Bylaw Article IV, Standing Rule Art. IV, Sec. 1-4

Community Outreach Action Chair
- Organizing Action Chair
- Community Advocacy Action Chair (Political Action)
- Ethnic Minority Outreach Action Chair (EMAC)
- Communications Action Chair
- Negotiations and Advocacy Action Chair
- Professional Practices Action Chair (Training)

Executive Committee (6 members)
- President
- Vice-president
- Secretary
- Treasurer
- CEA Board Members (2)

Bylaw Article V, Standing Rule Art. III, Sec 6
Articulation Area Coordinators (17)

Bylaw Article VII
Standing Rule Art. III, Sec. 9

AR Council

Executive Director
JCEA Staff
- Political Action
- Communications
- Program Assistants
Standing Rules, Article V
Action Teams

1. **COMMUNITY OUTREACH ACTION TEAM (COAT):**

SR – Art. 5, Section 1

A. Develop and implement an action plan to achieve the goals set for the team by the JCEA Board and Council.

B. Organize the community to create support for public education, student achievement, and JCEA.
2. NEGOTIATIONS AND ADVOCACY ACTION TEAM

(NAAT):
SR – Art. 5, Section 2

A. Develop and implement an action plan to achieve the goals set for the team by the JCEA Board and Council.

B. Survey the membership regarding priorities, needs, alternatives and ideas.

C. Develop proposals including, but not limited to, education, salary improvements, fringe benefits and working conditions.

D. Create professional workshops for members and leaders to advocate for contractual rights.

E. Establish sub-committees necessary to carry out current and long range programs of the committee.
3. ORGANIZING ACTION TEAM

(OAT):
SR – Art. 5, Section 3

A. Develop and implement an action plan to achieve the goals set for the team by the JCEA Board and Council.

B. Oversee the organizing efforts of JCEA to support organizational goals.

C. Coordinate organizing efforts with all JCEA action teams.

D. Create professional workshops for members and leaders in organizing techniques.
4. PROFESSIONAL PRACTICES ACTION TEAM (PPAT):
SR – Art. 5, Section 4

A. Develop and implement an action plan to achieve the goals set for the team by the JCEA Board and Council.
B. Create and organize professional workshops in instructional practices and other educational topics.
5. COMMUNITY ADVOCACY ACTION TEAM (CAAT):
SR – Art. 5, Section 5

A. Develop and implement an action plan to achieve the goals set for the team by the JCEA Board and Council.

B. Advocate for the election of policy makers and public policies that will benefit public education, and students and their families.

C. Oversee and report the expenditures from EMO funds.
6. Ethnic/MINORITY OUTREACH AND ADVOCACY TEAM

(EMOAT):

SR – Art. 5, Section 6

A. Develop and implement an action plan to achieve the goals set for the team by the JCEA Board and Council.

B. Promote JCEA’s compliance with NEA’s bylaw 3-1g. by annually informing Council of the NEA’s 3-1 g goal and complete with the assistance of the

C. Identify and recruit minority members into leadership roles and address issues and concerns, where appropriate.

D. Monitor minority membership of Standing and Special Committees in order to ensure minority participation.

E. Provide information to CEA about involvement of Ethnic Minority members in local.

F. Recommend to the President a member for CEA EMAC.
A. Develop and implement an action plan to achieve the goals set for the team by the JCEA Board and Council.

B. Work with the Communications Director and other Action Teams to communicate both internally and externally the work of the Association.

http://paula-reed.com/blog/
Bylaws and Standing Rules Proposed Changes

Step 1
JCEA Board of Directors recommends to JCEA Council proposed changes to the JCEA Bylaws

Step 2
JCEA AR Council is given the proposed changes to the JCEA Bylaws (Take back to members)

Step 3
JCEA Board of Directors propose changes in JCEA Standing Rules

Step 4
JCEA AR Council votes to approve or not approve the Bylaws

Step 5
JCEA Board of Directors approve or not approve Standing Rules

Step 6
JCEA AR Council will elect people to the new JCEA Operational Board and Articulation Area Coordinators
Action Team Chairs Elections

1. Position: Action Team Chairs
   - Community Outreach Action Chair
   - Minority Outreach Action Chair
   - Communication Action Chair
   - Organizing Action Chair
   - Community Advocacy Action Chair
   - Negotiations and Advocacy Action Chair
   - Professional Practices Action Chair
Articulation Area Coordinators (AAC) Elections

North
- Arvada
- Arvada West
- Pomona
- Ralston Valley
- Standley Lake

Central
- Golden
- Green Mountain
- Jefferson
- Lakewood
- Wheat Ridge

Mountain
- Conifer
- Evergreen

South
- Alameda
- Bear Creek
- Chatfield
- Columbine
- Dakota Ridge
Getting Started (if new Bylaws pass)

1. Deadline:
   - Submit name and the position to Lisa by November 4th

2. Elections for all candidates will be held at the November 11th AR Council meeting (paper ballot)

3. Council will be electing new JCEA Action Team Chairs and Articulation Area Coordinators
   - All Action Team Chairs will be elected by an at-large vote (all ARs)
   - Articulation Area Coordinators will be elected by ARs from their Articulation Areas.
Session Outcomes

The content from this session can be used in the following ways in your current position/role:
- Build power in your local association
- Identify and develop leaders
- Plan to WIN
Please complete the evaluation for this breakout session!