Unite, Inspire, Lead
Our Students, Our Union, Our Future

NEA Leadership Development
Tools: An Introduction

Michele Boyd
Donald D. Washington
This session is aligned with the following:

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

- **NEA Organizational Priority**
  - Early Career Educators
  - Every Student Succeed Act (ESSA)
  - Institutional Racism: Racial Justice in Education
This session addresses the following:

- **Leadership Competency:** Governance and Leadership
- **Progression Levels:** All
- **Competency themes:**
  - Develops self and others as leaders.
Purpose

This session is designed to provide participants with an opportunity to experience and explore NEA’s leadership competencies (including their themes and progression levels), while considering how they might be leveraged to support state and local affiliate leadership training as well as individual goals.
Session Objectives

• Utilize the leadership development resources/tools to assist in navigating their leadership journey.
• Explore leadership development opportunities for the individual as well as the state and local affiliate level.
• Assess the need to adapt or adopt the NEA leadership competencies in the state and local affiliates.
Agenda

• Awareness
• Calibrating Leadership Opportunities
• Integration of NEA Leadership Competencies
• Close and Evaluate
Awareness

What are the NEA Leadership Competencies?
Recap – Guiding Questions

• What are your approaches to leadership development?
• Does your state and local affiliate need leadership development? Why?
• What’s guiding and informing your state and local affiliates’ leadership development work?
• How can NEA’s Leadership Competencies support your state and local affiliates’ leadership development work?
Calibrating Leadership Opportunities

- Online Course/Modules
- Curriculum Outlines
- Self Assessment

http://www.nea.org/leadershipdevelopment
Online Course/Module

NEA Center for Governance

Module 5: Governance and Leadership
Curriculum Outlines

**Governance and Leadership**

Sets the mission and establishes strategies necessary for a relevant and thriving organization; empowers, motivates, and fosters a pipeline of talent for the future.

<table>
<thead>
<tr>
<th>Competency Theme</th>
<th>Level 1: Foundational</th>
<th>Level 2: Mobilizing &amp; Power Building</th>
<th>Level 3: Agenda Driving</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effectively executes governance and leadership</td>
<td>• Understands the roles and responsibilities of core team leadership positions as well as the specific duties and legal obligations conferred on governance.</td>
<td>• Builds teamwork and consensus among leaders on governance activities and strategic objectives.</td>
<td>• Executes plans, policies, and strategies to accomplish the short and long term objectives of the association.</td>
</tr>
<tr>
<td><strong>Curriculum Outline</strong></td>
<td>Level sessions will be offered sessions that will expose them to the basic governing principles of duty, care and loyalty; deepen understanding of the essential elements of governing and leading in non-profit and union environments. Foundational levels will also have opportunities to learn about how to exert influence without necessarily having authority and tapping into personal power. All will utilize current context and contemporary issues that are of greatest importance to today’s leaders.</td>
<td>Level sessions will have the opportunity to learn facilitation skills to enable them to successfully navigate difficult conversations and successful meetings as well as learn about situational leadership. All will utilize current context and contemporary issues that are of greatest importance to today’s leaders.</td>
<td>Level sessions will understand the levers of influence, as well as servant leadership and succession planning. Learn the fundamentals of developing and leading high performing teams and how to set priorities and make decisions under pressure. All will utilize current context and contemporary issues that are of greatest importance to today’s leaders.</td>
</tr>
</tbody>
</table>
Self Assessment

### Governance and Leadership

**Thank you for taking the time to complete this competency self-assessment!**

<table>
<thead>
<tr>
<th>Level</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Foundational</strong></td>
<td>75</td>
<td>25</td>
<td>62</td>
</tr>
<tr>
<td><strong>Power Building and</strong></td>
<td>100</td>
<td>37</td>
<td>50</td>
</tr>
<tr>
<td><strong>Mobilizing</strong></td>
<td>75</td>
<td>50</td>
<td>75</td>
</tr>
<tr>
<td><strong>Agenda Driving</strong></td>
<td>25</td>
<td>50</td>
<td>100</td>
</tr>
<tr>
<td><strong>Overall</strong></td>
<td>37</td>
<td>75</td>
<td>100</td>
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</tbody>
</table>

**Overall Percentage for Governance and Leadership**: 62.39%

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Recap – Guiding Questions

• In what way could these tools be useful in developing/designing or supporting an existing LD training in your state and local affiliates?

• Could you envision adopting or adapting these tools in your state and local affiliates?
Integration of NEA Leadership Competencies

- Maryland State Education Association
- Wisconsin Education Association Council
Maryland State Education Association
Wisconsin Education Association Council

Context
Planning
Writing
Implementation
Findings
Session Outcomes

We hope that the content from this session provided you guidance and tools to develop your leadership journey at the organizational, state and local and individual level. At the conclusion of this session, you should be able to:

- Utilize the leadership development resources/tools to assist in navigating their leadership journey.
- Explore leadership development opportunities for the individual as well as the state and local affiliate level.
- Assess the need to adapt or adopt the NEA leadership competencies in the state and local affiliates.
## NEA Leadership Development Team

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
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</tr>
</tbody>
</table>
Close and Evaluate

• Please complete the evaluation for this breakout session!

• Please visit the Leadership Development Resources website at www.nea.org/leadershipdevelopment

• If you have any questions, please contact the Leadership Development staff at leadersdevelop@nea.org.