UNITING OUR MEMBERS AND THE NATION

Empowering leaders, educating students, strengthening communities

Professional Learning for Early Career Educators: NEA Early Career Learning Labs
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The NEA Leadership Competency this session addresses:

• Builds capacity for continual improvement and learning
  • Level 1-Understands the value of continuous learning and improvement in our professions.
  • Level 2-Advocates for meaningful development inside our professions, thereby energizing members and our diverse set of education stakeholders.
NEA Strategic Goal and NEA Organizational Priority this session addresses:

• NEA Strategic Goal
  – Strategic Goal 2: Empowered Educators for Successful Students

• NEA Organizational Priority
  – Early Career Educators
  – Racial Justice in Education
Welcome

What problems are ECEs facing in the classroom?

Post your response on the bulletin board and respond on twitter using #NEABlendedLearning
Icebreaker & Introductions

Please briefly tell us your name, school, and your role
Our time together...

● What is a Problem of Practice?
● Blended Learning and ECLL Overview
● Perspective from teacher leaders in the field
● Questions & Discussion
Our norms for working together

Be here now
Be on time
Be engaged
Share the air

Use tech to enhance learning
Exercise confidentiality
Organizing around problems our members face....

How can local affiliates provide a continuum of learning within the teaching profession to support early career educators?

How can local affiliates offer leadership roles that provide early career educators with skills to grow as teacher leaders and engage with their union?
DISCOVER:
Identify your problem of practice
5 mins to take a Pre-assessment
Reflect on a post-it note:

Identify your 1s and 2s. Do you see a pattern? Is the pattern consistent with your gut feeling?
Reflect on a post-it note:

Which PoP category do you think is most important for you to focus on?
Pair-Share

- Introduce yourself
- Which high-level problem do you think is the most important for you to focus on?
A good **Problem of Practice** is meaningful, solvable, and relevant to multiple classrooms or across the whole school.

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| Meaningful                          | ● Tackles a problem that has sufficient but not overwhelming scope  
                                          ● Potentially impacts students within the classroom or across the whole school                                                      |
| Solvable                            | ● The right people and resources are engaged such that the problem can be solved, or worked towards solving                                |
| Relevant to many participants       | ● The problem is broad enough that it could apply to many different participants, not just yours                                             |
Example Problems of Practice

How do I utilize the clearly defined standards to assess student progress in order to provide meaningful and relevant feedback which will support each student’s needs?

How do I differentiate instruction so all my students are learning?

- Meaningful
- Solveable
- Relevant

Leadership Development
NATIONAL LEADERSHIP SUMMIT

EARLY CAREER LEARNING LABS
Small group collaboration

Parent Collaboration
Cultural Competency
Learning/Homework
Resources
Communication Resources
Other
Sharing out PoPs

Discover

Engage

Reflection

Teach

Learn
How does problems of practice connect to the Early Career Learning Labs?
NEA Goals for Professional Learning

- Student success
- Build stronger affiliates
- Empower educators
- Professional issues as union issues
## Current Training/Workshops Models

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<th>Model</th>
<th>Limitations</th>
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| **Train the Trainer** | ● relies on spreading expertise to every local  
|                  | ● dilutes actual content knowledge                              |
|                  | ● efficacy of implementation                                     |
| **Cadres**       | ● capacity of experts to reach many educators                    |
|                  | ● limits building capacity of others                             |
|                  | ● limits ability to scale                                        |
| **Online Learning** | ● self-paced, asynchronous/without support                        |
|                  | ● Minimizes human interaction for learning and organizing        |
|                  | ● lacks engagement                                               |
NEA’s Blended Learning Approach

- Personalized learning
- Member expertise
- Spread and scale
- Cost effective
- NEA intellectual property
- Quality facetime
- Effective PD/PL
What are the Early Career Learning Labs?

A blended learning environment meant to support early career educators around instructional and classroom problems of practice.
What is the learning cycle?

1. **Discover**: identify a problem of practice
2. **Engage**: share ideas with a national teaching community
3. **Learn**: engage in deep learning around a problem of practice
4. **Teach**: apply new knowledge techniques with your students
5. **Reflect**: share experiences and refine teaching strategies
NEA Blended Learning Model

- Virtual Content Expertise
- Local Coordination
- On-Line Resources
ECLL Roles

ECE—Early Career Educators
LC—Local Coordinator
VC—Virtual Coach
CC—Content Curator
Affiliate Leadership
NEA Liaison
Panel

- Discover
- Engage
- Learn
- Teach
- Reflection

Early Career Educators
Local Coordinator
Virtual Coach
Content Curator
Affiliate Leadership
NEA Liaison
How can an union lead on creating opportunities for ECES?
What are strategies and tactics that create opportunities for early career educators to grow in their profession as professional practice leaders?
Session Outcomes

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

- create professional learning opportunities for ECEs and focus teams around problems of practice.
- create opportunities for ECEs to grow in their profession as professional practice leaders
- offer leadership roles that provide ECEs with skills to grow as teacher leaders and engage with their union
Closing

• 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)