Amplifying Our Voice: Leading Boldly for Our Students, Our Professions, and Our Union

Into the Fold Designing an Orientation to Engage New Educators (and other paths to # World Domination)

Angela Der Ramos
NEA LEADERSHIP COMPETENCY:
LEADING OUR PROFESSION

• Level 1: Foundational and Level
• Level 2: Mobilizing & Power Building

• NEA Leadership Competency themes
  • Supports professional excellence and builds capacity for continual improvement and learning to ensure the success of all students
  • Recognizes and promotes the Association’s role in improving the learning of all students
NEA Strategic Goal and NEA Organizational Priority

• NEA Strategic Goal
  - advancing opportunities that will identify, organize, and engage new and early career educators;
  - amplify the voices of all educators
  - support our members’ professional growth

• NEA Organizational Priorities
  - Early Career Educator
  - My School, My Voice
  - Supporting Professional Excellence
For this year’s Back to School faculty meeting team building activity, I suggest we play, “Go back to your classroom and get ready for the first day.”
Silently arrange yourselves in a line, according to expertise level.
Survival Mode

What do teachers need to survive the first three days?
BRAIN DUMP

What advice would you give yourself when you were a NEW EDUCATORS?
high engagement strategies
BACKWARDS MAPPING starts at the END

What are they learning?

How do they show it?

How will we get there?

- authentic purpose
- standard objective
- product
- assessment
- formative checks of understanding
- curriculum
- pedagogy
- mini lessons
- homework

101
What can the Union do to support NEW Educators?
Q and A
What can VETERAN TEACHERS do to help?
FEED THEM!!!
teacher shop
Maximize Points of Contact
<table>
<thead>
<tr>
<th>Subjects</th>
<th>Talking points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ordering Materials</td>
<td>• Who to ask, forms to fill out</td>
</tr>
<tr>
<td>Copies</td>
<td>• Allotment (How many copies?) Codes</td>
</tr>
<tr>
<td>Restrooms</td>
<td>• When you gotta go…</td>
</tr>
<tr>
<td>School Map</td>
<td>• Grade Levels, Special Ed., Offices</td>
</tr>
<tr>
<td>Forms</td>
<td>• Order materials, professional growth, AUSD forms, etc.</td>
</tr>
<tr>
<td>Introduction to secretaries, custodians</td>
<td>• You know how important these are.</td>
</tr>
<tr>
<td>List of substitutes</td>
<td>• Who’s good? Who’s available?</td>
</tr>
<tr>
<td>PBIS</td>
<td>• School procedures, rewards</td>
</tr>
<tr>
<td>Lunch</td>
<td>• Lunch lines, schedule, staff room</td>
</tr>
<tr>
<td>Playground-yard duty</td>
<td>• Schedule, rules</td>
</tr>
<tr>
<td>Curriculum</td>
<td>• What you should have</td>
</tr>
<tr>
<td>Butcher paper</td>
<td>• Where</td>
</tr>
<tr>
<td>Emergency Procedure</td>
<td>• Drills, evacuation routes</td>
</tr>
</tbody>
</table>
DAY 3 EDCAMP

Session 1
Room
ELA/ELD 26 P&L
Centers 27 E&A
Technology 28 Barn
Session 2 2:30-3:00
Classroom Management 26 E&A
PBL 27 Angela + Tara
Intervention + SST 28 George + Maxine

Curriculum + Planning
Ed Center Ben + Portable

* DRA
* read fluency
* math facts
* basic writing

Spelling tests
Lexia Levels
Baseline math

* ELP Goals
* AR
* letter formation

* SRI 3-6
* CELDT
* BPST

Main idea, close reading
End of module assessment
Pre, mid, post
Instructional Leadership Corps
Instructional Leadership Corps

• 284 ILC members
• over 40,000 educators reached
• think of the possibilities
Alisal Teachers Association
memorialize THIS
Contract Language

As recommended and collaboratively planned by the Joint Alisal Teachers Association/Educational Services Professional Development Committee, the eight professional development days shall consist of:

a. Four and one-half days of District-designed professional development, and
b. Three and one-half days of collaboratively-designed site-based days designed to support instruction in the three initiative areas identified by the Professional Development Committee.
This Side of the Chalkboard

Discussion
Chats
Members
Events
Videos
Photos
Files

Joined  Notifications  Share  More
T3 Kickoff BBQ
4.2.15 – Notes

New Teacher Workshop

• Conference-style (?)

• Classroom management
  - 1st Day/Week of School (one full day ???)
  - Procedures, routines, rules
  - Engagement activities
  - Multiple/variety of classroom management styles

• Site/grade-level designation known before workshop begins
  (ATA can support by pushing HR/DO)

• More/variety of presenters

• Retired teachers help “buddy” after workshop, at site
  - Classroom set-up
  - Curriculum needs
Throw GLITTER, not shade.
Are you willing to
MAKE A DIFFERENCE
in the life of a student?

[LOCAL NAME] IS LOOKING FOR EDUCATORS TO MAKE A COMMITMENT TO PUBLIC EDUCATION AND THEIR COMMUNITY.

THE [LOCAL] IS LOOKING FOR EDUCATORS WHO WILL ACTIVELY JOIN US TO:

- Advocate for High Standards for Educators
  Educators have a voice in determining the standards for teaching and learning, and help our students access to resources that students, educators, and communities deserve.

- Invest in Your Professional Development
  Your Association sponsors workshops and seminars that are available to all members—from new to veteran teachers and ESPs that seek to build skills and expertise that help you to become a stronger leader in your profession.

- Advocate for Your Profession
  Every day, your professional association and its members advocate for policies that affect your profession, your standards, your classrooms, even your buses and cafeterias. We tackle issues ranging from school funding and modernization to salaries and working conditions.

- Connect to Your Community
  Education is a collaborative process involving educators, parents, and the community. When you join, you are joining a network dedicated to improving public education.

FOR THOSE WILLING TO INVEST IN PUBLIC EDUCATION
WE WANT THE HUGEST!

NEA B2S Organizing Guide

Other Ways to Host New Educator Activities

Involve new educators in every union action you're taking. If you're going to a CTA conference, make sure you invite at least one, ideally a pair, of new educators. If you're planning a contract campaign in support of your bargain, include new educators in the organizing committee. Have their voices and ideas involved in the planning process of their campaign. This way, it will be easier to ensure participation by new educators when they need to attend their first union action within their first two years, or possibly strike.

Utilize examples from throughout the state, and urban, suburban, and rural chapters.

New Membership Engagement Competitions

Use this BINGO card to encourage new members to participate in various union activities throughout the year. Give out prizes to members who get a "BINGO"

New Teacher Yard Sale

New Educator Mentor/Mentee Program
Session Outcomes

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

• Outcome #1 - Identify possible paths in implementing orientation
• Outcome #2 - Define goals for association inclusive of new teachers
• Outcome #3 - Grow the bank of resources and network

Underlying outcome is TEACHER AGENCY OVER PEDAGOGY
• Please complete the evaluation for this breakout session by using the NEA Summit Mobile App! (Allow at least 5 minutes at the end of the session.)

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

LOP 322 (Level 1)
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