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

Organizing Early Educators to TeachForward!

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Indicate the NEA Strategic Goal and NEA Organizational Priority your session addresses:

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

• **NEA Organizational Priority**
  – Early Career Educators
NEA Leadership Competency: Leading our Professions & Organizing

Level 1: Foundational
Level 2: Mobilizing and Power Building
Level 3: Agenda Driving

- **NEA Leadership Competency themes**
  - Builds capacity for continual improvement and learning
  - Shows educational leadership and understands union’s role in student learning and leading our professions
  - Advocates for policies and strategies that positively impact our professions and student learning.
  - Creates conditions for continuous association growth and strength
We will expand our members’ access to Professional Development.

1. We will develop a plan to target our newer and student members to bring them into our union (defined as those that are pre-service teachers or teachers in their first 10 years of teaching).
2. Provide training in the new Model Code of Educator Ethics
3. Design a user-friendly Professional Development website to allow our members to access high-quality professional development from anywhere in the state.

Initiatives that we will implement as a part of this grant are: Early Educator groups, pre-service trainings on Ethics, trainings on the new Model Code for Educator Ethics, working with the state of North Dakota in expanding the mentoring of new teachers, a Professional Development website and to establish a Train the Trainers program.
History-Why we are doing this

• Many early career educators feel overwhelmed with the many demands of their school district, the large amount of time required to prepare for lessons and the increasing scrutiny felt from outside sources.

• Sometimes they feel they are alone in this struggle and as we all know often times many give up and leave the profession.

• We are creating a community of professionals who collaborate, support and connect with peers in their own way.
  – This group is a place where early career educators can find their professional voice.
  – This is a group of early career educators who find meaningful ways to engage with their association.
  – These groups are focused on creating professional development purposeful for early educators such as technology, ethics, behavior management, time management, and much more.
  – This is a place where young professionals can find others just like them going thru similar struggles and triumphs, a place where they can feel they are not alone in this profession where sometimes it feels very isolating.
  – This is place where an early educator can find the support they need.
What We’ve Done So Far: Successes

- We have had several successes so far and continue to build on them:
  - Professional Development Website: Our new website is up and running and we are working on spreading the word on its launch. It also has been used for past and future professional development offerings. While we have a long list of professional development for K-12, we are beginning to expand our offerings to our other constituency groups (higher ed and public employees). Having a one-stop place to go for professional development is a key to our success.
New Website:  http://pd.ndunited.org
What We’ve Done So Far: Successes

- We have had several successes so far and continue to build on them:
  - Train the Trainers: Our 1st Professional Development Train the Trainers event was held Oct. 20-21, 2016 in Bismarck.
What We’ve Done So Far

Successes

• We have had several successes so far and continue to build on them:
  – Educator Ethics Trainings: Our Educator Ethics trainings have been very well received and we will be continuing to not just offer the training to our members but to districts and outside groups as well. We have been invited to speak to staff and students alike and will continue to offer this. Having credit options with full reimbursement for members is a definite draw as well.
What We’ve done so far

Successes

• We have had several successes so far and continue to build on them:
  – TeachForward: Last year (2015-2016) we had two established TeachForward groups within our state.
  – This year we have 5 established groups throughout the state.
  – We have also started regional TeachForward groups for our smaller rural locals. We have at least two of these established thus far successfully, with more being planned.
  – Early Educator Member Organizers-Fargo increase in membership.
TeachForwardNDU
TeachForwardNDU

• Google Surveys of Early Educators: https://goo.gl/forms/HlukL DysvoAdBD1Y2

• Facebook: https://www.facebook.com/groups/179876959046567/

• EdCommunities: https://www.mynea360.org/_ui/core/chatter/groups/GroupProfilePage?g=0F960000000H5Dh
What We’ve done so far

Challenges

• TeachForward: At this point, we have had requests for more groups than we originally budgeted/planned for. We are still currently in budget to fund those, but this may change prior to the end of the grant cycle. We are working on a plan to address this.

• Rural Areas
What We’ve Done so far: Challenges

• Professional Development
  – We have struggled getting the word out about PD opportunities
  – We have struggled with getting locals to help organize PD offerings, we are working on clarifying what we are doing.
What we plan to do next

• Begin to bring in more coordination with our partner groups
• Expand our PD offerings to all constituencies
• Expand our locations for TeachForward to more locals/regions
• Apply for another grant?
• Online membership form on the PD Website
What we hope will happen

- New Professional Development Website will increase traffic to our offerings and the number of people who take courses through NDU will increase.
- Membership increases due to incentives
- More Early Educators join NDU as a result of their work in TeachForward
- More partnerships are formed around the state
Questions?
What are you doing?

• Share your ideas/what you are doing to encourage Early Educators to join NEA/State/Local.
Session Outcomes

• The content from this session can be used in the following ways in your current position/role:
  – To provide a safe, open place for early educators to meet and develop.
  – To identify leaders from among your early educator as well as other groups.
  – To organize and increase membership in your state/local.
• Please complete the evaluation for this breakout session!

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