



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

Creating A Network of Connected Early Career Members
Success Stories from New Jersey.

Andrew Lewis
Jim Boice



- NEA Strategic Goal
 - Strategic Goal 2: Empowered Educators for Successful Students
- NEA Organizational Priority
 - Early Career Educators

NEA Leadership Competency: Advocacy

- NEA Leadership Competency progression level(s):
 - Level 1: Foundational
 - Level 2: Mobilizing & Power Building
- NEA Leadership Competency theme(s):
 - Leverages advocacy practice
 - Acts as a political advocate

NEA Leadership Competency: Communication

- NEA Leadership Competency progression level(s):
 - Level 1: Foundational
 - Level 2: Mobilizing & Power Building
- NEA Leadership Competency theme(s):
 - Develops a two-way strategic communications plan
 - Uses current media, technology and social networks to communicate
 - Develops communication approach and style to fit appropriate audience

NEA Leadership Competency: Organizing

- NEA Leadership Competency progression level(s):
 - Level 1: Foundational
 - Level 2: Mobilizing & Power Building
 - Level 3: Agenda Driving
- NEA Leadership Competency theme(s):
 - Utilizes organizing best practices
 - Makes strategic plans that rely on data and analysis
 - Creates conditions for continuous association growth and strength
 - Fosters the development of leaders at all levels of the organization

Check-In Question

Introduce yourself.

Briefly share an experience you have had with early career member organizing that connects to why you are here today.



World Café Assumptions

- The knowledge and wisdom we need to move forward is right here in this room.
- We can figure out a way forward by respecting each other, really listening to each other and looking for common themes and questions.
- We can all be a part of a new way to be and work together as we come to understand our unique gifts and strengths and recombine them in creative ways.

World Café Etiquette

- **Focus** on what matters
- **Contribute** your thinking and experience
- **Listen** to understand
- **Connect** ideas
- **Listen with others** for insights and deeper questions
- **Doodle** on the paper tablecloth
- **Have fun** - play and experiment



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Café Theme

Building upon your early career organizing.



Question One

What is important to remember about how we want to work with early career members?





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Harvest

Identify 2-3 key ideas that emerged from your conversations and share into the room.



Question Two

When thinking about your early career member organizing, how do you use your strengths to get results?





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Harvest

Identify 2-3 key ideas that emerged from your conversations and share into the room.



Question Three

What might we do today that your state's student program members will thank you for when they retire?





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Harvest

Identify 2-3 key ideas that emerged from your conversations and share into the room.





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Where Is New Jersey At With This?

- njea.org/earlycareermembers



Contact Information

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Session Outcomes (Second to last slide)

- By the end of this roundtable, the participants will be able to take the current member engagement strategies in their Association to where they would like them to be.
- By the end of this roundtable, the participants will be able to recognize strategies for member recruitment and retention in their Association.

- Please complete the evaluation for this breakout session!
- Please visit the Leadership Development Resources website at www.nea.org/leadershipdevelopment