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

The Care and Feeding of Early Career Educators

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Competency: Organizing

Level 1 Foundational

Competency Themes:

Engages in collective action to identify and address pivotal issues.

Creates conditions for continuous association growth and strength.
NEA Strategic Goal and NEA Organizational Priority our session addresses:

- 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, and promote social justice for our students, communities and our nation

- NEA Organizational Priorities
  - Early Career Educator
Agenda/Norms

Norms

Introductions

Mix and Mingle

PD: Engaging Early Career Educators

Socialize/Questions
Introductions!
Mix and Mingle:

What color M&M do you have the most of? Go to the table labeled with that color M&M.

"SWING YOUR PARTNER, DO-SI-" NO.
On your sticky notes, write a roadblock to engaging early career educators in your state or local.
STEP 1: RECOGNIZE A NEED TO ENGAGE EARLY CAREER EDUCATORS

"TEACHERS CHANGE THE WORLD ONE CHILD AT A TIME?"

FALSE. I JUST GOT MY CLASS ROSTER AND I HAVE 30+ KIDS IN EACH CLASS.
ACTION:

Why are ECE leaving?

Why do we need to engage them in the union?
STEP 2: FOUND A PLACE TO EXIST WITHIN CURRENT STRUCTURE

COMMITTEES

BUILDING REPS STRUCTURE

EVENTS/TRADITIONS ALREADY IN MOTION
ACTION:

Where/how could your ECE members be included in your current structure?
NEW TEACHER ORIENTATION
Delivered flyers in person!

Congratulations New Teachers!
Come celebrate the start of your new adventure with fellow members of the CCPS family!

The EACC Early Career Educators Team will be having a meet and greet on Wednesday, August 23 at 4:00 P.M.

Meet us at The Gwynn Center located at 5998 Radio Station Rd, La Plata, MD (next to the Board of Education).

Join us for:
∀ free food
∀ prizes
∀ special guests and so much more!
WE KNEW WE WANTED TO HOST MEETINGS REGULARLY...BUT NEEDED MORE INFORMATION
STEP 3: GATHERED INFORMATION

YOU GET MY DATA
YOU GET MY DATA
YOU GET MY DATA
EVERYBODY GETS MY DATA
Questions you need to ask Early Career Educators to successfully engage them.
WHAT DO EARLY CAREER EDUCATORS WANT?

We sent out a 7 question survey to Early Career Educators with 0-6 years of experience. We received 103 responses. Questions were about:

- Years of experience in education
- Professional development
- Non-school related subjects to learn about
- Monthly Meet Ups (M&Ms)

Q2 Please choose from the following list the Professional Development opportunities that most interest you (you may choose as many as interest you).
STEP 4: MADE A PLAN

WHEN PLAN A FAILS

ISN'T IT GREAT THAT THERE ARE 25 MORE LETTERS IN THE ALPHABET?
What is the first step in YOUR plan?
The EACC Early Career Educator Team invites you to our first Monthly Meet up (M&M) on Thursday, January 11, 2018 at the Green Turtle, La Plata from 5-8 pm.

Come enjoy free food and spend time collaborating with other Early Career Educators. We will be sharing ideas for “Rebooting” Your Classroom Management.
M&M #1

REBOOTING YOUR CLASSROOM!
CRITICAL: ENSURING THEY WERE EXPERIENCING MORE THAN JUST PD FROM THE UNION

MEMBERSHIP
ADVOCACY
LEADERSHIP
M & M Agenda

5:15pm: Welcome

Parking Lot Purpose

5:20pm: Introduce Guest Speaker

Laura Niggles

6:00pm: Mix and Mingle

“Show me the Love”

7:00pm: Giveaway (must be present to win)

7:45pm: Closing

ADVOCACY/GOVERNMENT RELATIONS
The valentines were delivered to the Board of Ed members and County Commissioners. Both groups enjoyed hearing from the Early Career Educators.
UNION RIGHTS/LEGISLATION
M&M - “KNOW YOUR CONTRACT”
STEP 5: MAXIMIZED OUR RESOURCES

NEA MSEA
LOCAL LEADERSHIP EXPERTS
HUMAN RESOURCES
RETIRED TEACHERS
What resources are at your fingertips already?
Student Learning Objectives

Student Loan Relief/Certification from Human Resources
FY 2019 SAVE THE DATE!

“BOOKMARKS” FOR NEW TEACHERS AT NTO

September 11th:
Organizational and Know YOUR rights!

October 9th:
Scary Stuff: Evaluations and Student Learning Objectives

November 13th:
Let’s be Thankful! Maximizing our resources!

December 11th:
Ed Camp on Classroom Management. You share, I share, We all share!

January 8th:
Reboot Your Classroom and Lobbying tips!

February 12th:
Valentine’s to New Educators
*Preparation for Portfolio Happy Hour!*

March 12th:
Portfolio Happy Hour!

April 9th:
Mortgage and 403B. It’s never too early to save!
Questions?

ANY QUESTIONS BEFORE I HAND OUT THE TEST?

HOW MANY POINTS IS THIS?

HOW LONG IS IT?

DO YOU HAVE A PENCIL I CAN BORROW?

WHAT IF WE DON'T FINISH?

ARE THERE ANY QUESTIONS ABOUT THE ACTUAL MATERIAL?
3 Goals/Commitments
Session Outcomes

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

• Outcome #1: recognize the need for engaging early career educators
• Outcome #2: identify resources to successfully engage early career educators
• Outcome #3: strategize how to successfully organize early career educators
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