Saturday, March 14, 2020 (AM)
2020 NEA National Leadership Summit
Orlando, FL

8:15am – 10:15am  ADV100  ADV  1,2  **Organize! Activate! Let’s Protect Public Education in 2020!**

As educators and union leaders, we must understand how and why our profession is under attack by understanding those who seek to undermine the guarantee of a public education for our students as well as silence the collective voices of our members. Our adversaries understand that when people are educated, an educated populace—which can use critical thinking skills and knowledge of their rights and responsibilities as citizens—limits the ability to control the wealth, governance, and economy of our nation. In this session, participants will learn basic organizational strategies, which can be used at the local and state levels, to engage and empower members. Through group work, attendees will learn ways to help members counter the activities of the many, intertwined groups, which use their power to sway public opinion with misleading propaganda that undermines public education and public policy at the state and federal levels in favor of free markets, the privatization of our schools, and the diminishment of unions, retirement programs and retiree benefits.

Speakers: Diane Chapman and Carol Schnaiter

8:15am – 10:15am  ADV101  ADV  1,2  **Aspiring Educators: A New Wave of Educator Activists**

Aspiring Educators will carry the work of our union in and outside of their classrooms as current educators have done for so long. In this session, participants will learn how local associations and Aspiring Educators can work together to ensure a smoother transition into the profession. Discover opportunities that will allow for a new wave of educators who will advocate for their colleagues and students.

Speakers: Nancy Melendez and Shawna Mott-Wright

8:15am – 10:15am  ADV102  ADV  1,2  **Talking Race: Grounding Our Understanding to Effectively Talk About Race and Racial Justice**

In this session, participants will learn how national, state, and local associations are advancing NEA’s mission and vision through racial justice in education. Key learnings will be shared as we continue to advance awareness, capacity building, and action in service to our students. Participants will have a better understanding of how NEA’s racial justice in education work intersects with the NEA Leadership Competency Framework.

Speakers: Aaron Dorsey and Hilario Benzon
2020 Census: Why it Matters, What You Can Do

Results from the U.S. census affect political apportionment and the distribution of over $800 billion in federal funds, including funds for special education, teacher training, school lunch, transportation, Head Start and after-school programs. Every person not counted means less money and less political power for your community. Yet, millions of people are missed. NEA affiliates and members must work with families and communities to ensure everyone is counted. This session will teach members the advocacy skills educators need to ensure a census count that is complete, fair, and accurate.

Speaker: Eric Lotke

Organizing a Cadre of 100 Instructional Leaders for Culturally Responsive Classroom Management (CRCM)

This session will provide lessons that came from the creation of a training cadre within the Washington Education Association (WEA), who are delivering culturally responsive classroom management training modules. The CRCM Cadre includes 100 statewide education support professionals, certificated members, and instructional leaders from nine regions. They will provide high-quality training and coaching designed to strategically close the opportunity gap and disproportionality in discipline by advocating and training members on culturally responsive classroom management.

Speaker: Ben Ibale

Educators Leading the Fight for Education Civil Rights and Racial Equity for Our Students

Sixty-five years have passed since Brown v. Board of Education and 55 years have elapsed since passage of the Civil Rights Act. Yet, racial justice remains out of reach for many Black and Brown students attending U.S. public schools. With federal lawmakers turning their backs on marginalized children, educators must advocate and fight against racial discrimination.

In this high-energy workshop, educators will learn about federal laws and policies that protect students from racial discrimination. Session attendees will examine case studies featuring educators leading the fight to dismantle racial injustice in education.

Speaker: Tamara V. Lewis

Out Educators: A Must for Creating Safe Schools for All Students

The presence of out educators can help make schools safer for LGBTQ+ students. Unfortunately, these educators often work in
places where they fear retribution, including the loss of their jobs. This workshop will help participants gain the knowledge and skills needed to address the needs of LGBTQ+ educators. It will focus on the unique challenges that are faced by LGBTQ+ educators in their workplaces and how to overcome those challenges so they can become good role models for students. The goal of this workshop is to show participants how to create safe and supportive working environments for out LGBTQ+ educators, including how to advocate on behalf of LGBTQ+ educators through school board policy, contract language, and lobbying.

Speaker: Frank Burger

8:15am – 10:15am  ADV107  ADV  1

Resilience: Film and Discussion

In this session, attendees will view the documentary “Resilience: The Biology of Stress and the Science of Hope,” which addresses the impact of trauma. There will be a discussion about how adverse childhood experiences (ACES) can affect adult success. Attendees will also discuss ways to foster resilience in the classroom. Participants will take the ACES screener, explore adverse childhood experiences educators bring into classrooms, and discuss ways teaching resilience to students can help to mitigate trauma. The discussion will also include a summary of follow-up studies examining protective factors, and how these protections can be built in any classroom or educational setting.

Speaker: Emily Theresa Stanton

8:15am – 10:15am  ADV108  ADV  3

Assessment for Student Learning: Ensuring Student Learning Drives Our System of Assessment – Part 1

In this interactive session, participants will explore opportunities to leverage the collective voice of educators, students, and parents to create concrete steps that toward improving the system of assessment utilized in their state and district.

Speakers: George Sheridan and Hanna Vaandering

8:15am – 10:15am  COM110  COM  1,2

Engage to Empower! Developing a Multipronged Communications Strategy for your Early Career Educators

This session will help participants focus on communicating more intentionally with early-career educators. Member ambassadors from Ohio’s New Educators (ONE), will share ways that their planned and executed a communications approach used diverse leadership and voice. Participants will learn how to leverage media and determine how to match ambassadors to mediums. Presenters will also share ONE strategies for focusing and refining messages designed to communicate with early-career members and potential members.
Session participants will identify their early-career group’s different message and engagement purposes and goals. They will also brainstorm about who should lead engagement efforts and the next step their group should take toward increasing engagement. Participants will leave ready to engage early-career educators to empower change in the and in public education.

Speakers: Chris Williams and Colleen O’Connell

8:15am – 10:15am  COM111  COM  2,3  **Listening to Silences, Amplifying to Lead Our Union**

Leaders in the association often struggle to engage members to help them discover their voices and the contributions they can make to our union. This session will provide participants with strategies emphasizing the role that discussion and deliberation play in association leadership and governance. Participants will learn about the power disparities that often influence the silences they encounter with their colleagues and learn how to increase opportunities for diverse engagement and participation within the association and beyond.

Speaker: Curtis Benjamin

8:15am – 10:15am  COM112  COM  1,2  **How Social Media Can Showcase the Magic of Education**

This session will empower participants to create an educational social media presence or add spark to what they are already doing. Attendees will learn proven strategies for increasing engagement on social media sites such as Facebook, Instagram, and Twitter, and learn about the drawbacks of each platform. The focus will be at the individual level, but will also touch on the school, district, and association levels as well. This is a hands-on workshop to encourage members to embrace and use social media as a vehicle for school and community involvement and action.

Speaker: Staci Lamb

8:15am – 10:15am  COM113  COM  1  **Media 101: Using the Fourth Estate to Help Advocate and Persuade – Part 1**

This introductory session is designed to help non-spokespersons learn to use the news media to connect with NEA members, voters, parents, and the public on public education issues. Participants will learn media basics, including how to work with print, broadcast, and interactive media.

Speakers: Celeste Busser and Richard Allen Smith
8:15am – 10:15am  COM114  COM  1,2  **Many Voices, One Message: Message Training**

This session will focus on NEA’s national message frame. Based on the latest message research, the NEA national message helps NEA leaders to reach, teach, and inspire members, the public and parents to support public education.

Presenter: TBD

8:15am – 10:15am  COM115  COM  2,3  **Principles of Organizing Communications**

Appropriate for members, leaders, and staff who lead organizing campaigns from small local actions to national campaigns. Discussions will address ways to use communications principles, tactics, and strategies to drive action on the ground.

Presenter: Richard Allen Smith

8:15am – 10:15am  GOV120  GOV  3  **Being Vice Presidential—Creating Space to Lead Collaboratively When You Are Not in Charge**

In this session, participants will learn to build healthy relationships based on trust, gain an understanding of why clear association and leadership goals matter, and explore ways personal interests can be leveraged into support for the organization’s president. Participants will begin by reflecting on why they decided to run for vice president, and they will learn ways to receive and deliver feedback to their leadership teams to ensure success for everyone.

Speakers: Marisol Garcia and Sherry Schwanz

8:15am – 10:15am  GOV121  GOV  1,2  **No Invitation Needed: Supporting Early-Career Educators into Leadership**

The Sioux Falls Education Association (SFEA) has intentionally created space for early-career educators (ECEs) to grow and serve as association leaders. Participants will learn about specific NEA programs that Sioux Falls has used to engage with ECEs as well as internal committees and roles SFEA has created for ECEs. A Sioux Falls ECE member will discuss her leadership journey in the association and share her experience with the NEA Early Leadership Institute. Participants will learn about the intentional conversations and organizational strategies that have been used to implement the NEA Early Leadership Institute and NEA Early-Career Learning Lab programs, as well as begin to identify the barriers or entry points that affect early-career educators in their association.

Speakers: Tony Martinet and Julia Schrier
8:15am – 10:15am  GOV122  GOV  1,2

Politics in Education: Where Do I Fit? How Can I Make an Impact?

This session will provide educators of all levels with the skills and knowledge to identify political areas where they can exert influence with the goal of promoting positive change. Participants will learn to identify their leadership style, identity, and political action strength, and understand how to become a decision-making influencer.

Speakers: Jeremias Salinas and Dr. Emmanuel Mercedes

8:15am – 10:15am  GOV123  GOV  2,3

Summer Leadership Academy: One Affiliate’s Journey in Growing Educational Leaders

This session will focus on lessons learned by the Wisconsin Education Association Council (WEAC), which created a robust leadership training program with three levels of training running in conjunction with the Leaders for Just Schools Equity Cohort and the National Board Certification Jump Start Training program (all on one university campus in the middle of summer). Attendees will learn the do’s and don’ts for creating similar programs, how to conduct effective leadership recruitment, how to build strong teams, and more.

Speakers: Peggy Wirtz-Olsen, Lisa Glaser and Ronald “Duff” Martin

8:15am – 10:15am  GOV124  GOV  1,2

Building Collaborative Relationships—Outward Mindset at Work

The key to achieving a great local association or a great environment for teaching and learning hinges on creating a genuine culture of collaboration. But what happens when we encounter a difficult person who seems to erect barriers to success? This session explores strategies adopted by NEA affiliates and other organizations designed to transform organizational culture. Participants will build on their own successes and challenges in working with difficult people, explore examples of the power of an “outward mindset”, and reflect on how mindsets frequently underlie racism and unconscious bias.

Speaker: Blake West

8:15am – 10:15am  GOV125  GOV  2,3

Daring Leadership Requires Us to Step Into the Arena – Part 1

Based on the Dare to Lead™ curriculum, which comes from research conducted by Dr. Brené Brown, and outlined in her book “Dare To Lead,” this session will focus on two skill sets: rumbling with vulnerability and learning to rise. Useful to association leaders at every level, these skills will help leaders advance the goals and missions of their local and of NEA, prepare them to face diverse challenges, and learn from successes, disappointments, and defeats. Participants will leave with an authentic understanding of their advocacy, why they have entered the “arena” and with specific steps to rise after conflict, struggle and defeat.
8:15am – 10:15am  LOP130   LOP   1,2  

Creating A Member-Driven Professional Development Department from the Ground Up!

In this session, learn how the Nevada State Education Association (NSEA) created professional development that could be facilitated statewide. This was an undertaking that five NSEA National Board Educators, a local leader, and the assistant executive director planned and implemented. There were many lessons learned along the way. Session attendees will learn how to use the career continuum to lay the roadmap for professional development. Most importantly, session participants will be able to identify how to plan professional development for their district, local, or state affiliate using the NEA Leadership Competency Framework.

Speakers: Lisa Guzman, Leah Terry and Gail Hudson

8:15am – 10:15am  LOP131   LOP   2,3

Implementation of Restorative Practices at All Levels

When implemented in educational settings, restorative practices can create a climate and culture that is just and racially equitable. Rooted in the philosophy of restorative justice, these practices use collective dialogue that promote safe school environments for all students, staff, and families to repair harm that has been created by inappropriate behavior. Whether starting in the classroom, school, or school district, this session will provide members with information about how to begin implementing restorative practices at each level and within their respective learning environments.

Speaker: Robin McNair

8:15am – 10:15am  LOP132   LOP   1,2

Trauma-Informed Instruction and Healing-Centered Engagement

Behavioral response is learned as a result of repeated exposure to adverse experiences. Therefore, we treat behavioral intervention as an opportunity to teach the skill of responding, and not simply reacting. This skill is taught using a step-by-step approach that identifies specific skill deficits. In this way, we can provide students with support that is more effective and efficient.

In this session, attendees will learn to help students move from emotional reactivity toward thoughtful choices. Participants will learn how to encourage students to use executive functioning skills, make and keep commitments, integrate stress reduction into the daily routine, embed executive functioning strategies into the daily routine, and expand their range of competencies.

Speakers: Donna Christy and Robert Marino
Trauma-Sensitive Discipline Practices: Where Do We Begin?

Every day, in every classroom, one in four students is affected by childhood trauma. Whether students display behavior problems, academic difficulties, or a combination of both, all educators must learn how to better understand and meet traumatized students' needs through multi-tiered systems of support. Trauma-sensitive discipline practices also help students focus on repair within relationships, which is integral for health between individuals, and important for entire communities. What are restorative discipline practices? How do they differ from traditional approaches to school discipline? And, where do we begin in our collective shift toward ensuring discipline practices are trauma-sensitive so that we can help all students succeed? Come to this session ready to tackle all of these questions. Leave ready to lead the way for change!

Speaker: Jennifer Alexander

Teaching Students with Second Language Acquisition

In this session, educators will learn multiple strategies that support student learning in the areas of reading, speaking, listening, and writing for engagement and success in the English language across all content areas. These strategies use well-organized visuals, templates, and other explicit scaffolds, to access essential vocabulary and language patterns so students are in charge of how they communicate. It also incorporates informational articles into lessons, calls out features of text structures, and functional language for high level text types. Educators will understand how to help & support others identify student needs in their worksites and collectively implement member and association led solutions to meet those needs. Teachers will learn how to use specific structures to incorporate academic language in reading, speaking, listening, and writing across all content area.

Speakers: Nicole Ciccarelli and Arquilla Howard

"We are MAD" Motivated And Determined to Recruit and Retain Early Career Educators

This interactive session will offer participants suggestions, action plans, and virtual platforms to assist leaders in their state and local associations to recruit and retain Early Career Educators.

Speakers: Willie Shelby and Dr. Dashannikia Holston
Equity: The Thread that Binds in National Board Certification – Part 1

The theme of “equity and fairness” is the foundation of accomplished teaching found within the National Board Certification process. This session will share the work and learnings of a three-year professional learning community (PLC) funded by a NEA Great Public Schools (GPS) grant. Participants will hear how teachers in these PLCs built their own awareness on these topics along with explicit tools to implement the theme of equity and fairness in their classroom during the first year. During the second and third years, participants refined and reflected on those practices while working through the National Board Certification process. During this presentation, specific tools, reflective processes, and resources for support from this program will be shared. Session participants will also receive access to the materials, along with an opportunity to create, replicate, or refine this National Board Certification support and focus in their own local education agency (LEA).

Speakers: Casey Schurman and Sara Hancock

A Crisis of Disrupted Learning: Building Member Momentum

Students and educators should feel safe and secure at school. A disrupted learning environment puts those core values at risk. Learn how the Oregon Education Association built momentum around what they are calling, “The Crisis of Disrupted Learning.” In this session, attendees will dive into the report that was written using member input from 13 forums held throughout the state to more closely examine the report’s 10 key recommendations at the classroom, district, and state level. Participants will then experience a simulation of the forums that helped the association generate ideas and gain perspective from members across the state. Finally, they will discuss proactive steps that can be taken by school and district leaders to move recommendations forward and to create safe, welcoming and inclusive learning environments for all. Gain strategies and resources that you can bring back to your state and begin the process of gathering data on the practices and policies that impact your students and schools the most.

Speakers: Leah Starkovich and John Larson

Using Mindfulness to Cultivate Understanding, Respect, and Academic Success

Aimed toward teachers, educators, and administrators, this session will introduce the research and practices of mindfulness-based approaches in the classroom that will help teachers and students manage emotional and mental stress, increase well-being, and refresh energy. Attendees will be led toward greater mindfulness and
a greater ability to be compassionate toward themselves and others. They will also receive practice-based strategies and techniques, such as mindful movement, meditative exercises, and the sharing of best practices based on evidence from current research. Participants should wear comfortable clothing, bring a willingness to self-reflect and an open mind.

Speakers: Phe Bach and Jason Dilg

8:15am – 10:15am  ORG140  ORG  1,2

Creating Early-Career Educator Teams from the Local to State Level

Early-career educators have power in their voices. In this session, we will discuss ways to foster early-career educator (ECE) work by empowering and identifying early-career educator leaders. Early-career educator teams led by early-career educators are one of the great strengths of our associations. We will talk about the power of starting in local associations and working to build state groups. We will discuss successes and what we have learned from our experiences. Participants will leave with the knowledge and a plan to start an early-career educator group in their area.

Speaker: Melissa Carpenter

8:15am – 10:15am  ORG141  ORG  1

Engaging Early-Career Educators by Addressing District Issues

The Edmond Association of Classroom Teachers used an NEA ELI grant to engage some early educators to network and identify issues among district educators. They focused on those with five or fewer years, and from these produced projects to present to district leaders. Using their project, the association fashioned a survey prior to the presentations that came up with district wide support for their ideas on the issues of educator-led professional development and district-wide tiered discipline programs. Presented as a roundtable discussion, this session will be led by two Education Leaders Institute (ELI) fellows and an Education Leaders Institute coach. They will give the background and then lead questions and discussion about ways to engage our early career educators by impacting the policies in the district.

Speakers: Chelsea Foo, Amber Shelley and Payden Sperry

8:15am – 10:15am  ORG142  ORG  1,2

Building Your Racial Justice Muscle

In this session, attendees will hear experiences from Cambridge, MA, about the successes and failures of taking on racial justice work at the local level through the creation of an Educators of Color Committee. The committee partnered with the district to uncover root causes of systemic inequities, revise the local mission statement and create new initiatives.
Being an Ally to LGBTQ+ Youth

Based on the Safe Space Kit created by the Gay Lesbian & Straight Education Network (GLSEN), this session is designed to help educators create a safe space for LGBTQ+ youth in schools by being an ally. Attendees will be guided through the creation of an assessment of school climate, policies, and practices. Participants can expect to learn strategies that are being used by educators to advocate for change, including knowing the issues, learning specific actions educators can take to advocate effectively for LGBTQ+ students, ways to bring LGBTQ+ visibility into curriculum, strategies for improving school climate for LGBTQ+ students, and more.

Winning on Early-Career Issues – Part 1

Participants in this session will learn from the experience of the Ohio’s New Educators (ONE) about organizing early-career educators by building distributed leadership structures that create the power needed to win on the issues that improve the lives of their students and colleagues. This interactive session will demonstrate the swarm techniques that ONE used to create a powerful early-career educator group. Presenters will demonstrate how Ohio created a swarm of early-career educators through branding, social media, one-on-one conversations, leadership development and new leader identification.

Parent Teacher Home Visits: Building and Leveraging the Educator-Family Partnership

In this session, participants will learn the core practices of home visits, key research findings on why it works, and examine a case study in which home visits helped a local union partner with families to score victories on key education and community issues. The workshop is appropriate for Levels 1 and Level 2 leaders, and is designed for all educators including classroom teachers, office staff, paraprofessionals, and others. Facilitated by parents, teachers, and union partners, this interactive workshop will highlight the parent teacher home visits (PTHV) model of relationship-building home visits as a practice that creates meaningful partnerships with families.

Session I: Saturday (AM)
Engage Your Members Starting on Day 1

In this session, participants will learn about planning and holding an effective new-teacher event that builds strong membership. Attendees will learn about the benefits of co-planning a new teacher event with school district administration. The process of how to engage active association leaders in membership conversations will be shared. Strategies will be presented on how to learn what members and potential members want in order for them to participate in the organization. Participants will learn how to use the identified information to engage the members they have to build a strong active local association. To help generate ideas for use in their local associations, attendees will receive examples of year-round engagement.

Speakers: Leah Knaeble and Mary MacKay

Something Smells Phishy!

Thanks to social media, websites and other digital entities, personal and professional information is more available now than ever before. As a result, anyone who uses a computer is an easy target for phishing. The bad guys are learning about each and every one of us—our interests and activities, who we communicate with, and our activities. They use this information hoping to trick us into providing our credentials, which creates more access to information, and sometimes even tricks us into handing over money—ours or the association’s. The number of schemes is alarming. This session will help attendees identify the red flags that warn of the most popular phishing schemes.

Speakers: Susan Hardy and Rose Futchko

Strategic Planning Begins with an Association’s Mission

The mission statement is the foundation of the association’s strategic plan. In this session, participants will learn to formulate the beginnings of a strategic plan by assessing the association’s mission, vision, and core values. Attendees will also learn to complete a strategic plan that is representative of the diverse member population.

Speaker: Paula K. Purdy

The Life Cycle of a Strategic Budget

Learn strategic budgeting basics for maintaining fiscal health. This session helps participants learn how a strategic plan can be used to develop a strategic budget. Participants will also learn about the life cycle of a budget.
8:15am – 10:15am  SFH153  SFH  3  

**Monitoring the Association’s Strategic Budget to Assess the Association’s Strategic Plan**

Gain an understanding of how to review actual to budget financial results, and whether strategic plans need modification to take advantage of opportunities or to mitigate unforeseen losses.

Speaker: Gregory Brennick

8:15am – 10:15am  SFH154  SFH  3  

**Compliance 101: What Every Leader Must Know About Regulatory Filings and Recordkeeping Requirements**

In this session, participants will receive an understanding of legal and compliance requirements, which help to ensure the association is in good standing with federal and state regulators and that the association’s reputation remains protected.

Speaker: Jenny Yang

8:15am – 10:15am  SFH155  SFH  1  

**Resource Development: Grant Writing and Beyond! Part 1**

Is your association low on funding but still has lots of needs and big ideas? In Part 1 of a two-part series, this session will help you develop initiatives and explore funding options. Participants will also receive information on NEA grants and resources that can help to build a stronger association.

Speakers: Marlin Jeffers and Barbara Hopkins

8:15am – 10:15am  BOD001  ORG  3  

**Leaders, Take Care of Yourself: Work Smarter Not Harder**

As a leader in the organization, one of the greatest pitfalls is allowing too much of your time to be consumed in Union business. By reflecting on what continues to bring you personal fulfillment, you can create a balance that will allow you to be a stronger and more effective leader. Leaders have a responsibility to model effective ways for members to advocate for themselves. By the end of the session, participants will:

- Develop strategies for self-care;
- Learn to navigate resources to ease the demands of your Association role;
- Empower members to be self-advocates;
- Effectively utilize time management.

This session is only for members of the NEA Board of Directors.
Speakers: Russell Leone, Suzanne Breaux, Robin Brown, Candace Shivers, Anita Kober and Kevin LaDuke