Courageous Leadership: An Introduction to Leaders for Just Schools

In this session, we will dive into understanding equity and its impact on learning environments, deepen our understanding of NEA resolutions and language, and engage in self-reflection. We will also discuss disability, race, sexual orientation, language, dialect, socioeconomic status, and experiences with injustice. Participants will learn to champion learning environments that respect diversity and foster equity for all students. Attendees will also strengthen cultural competence for themselves and others.

Speakers: Lindsey Smith and Stephanie Tellez

Beyond the Rainbow: Supporting LGBTQ+ Students, Staff, and Exploring Intersectionality and Identity

This session will introduce participants to the various identities within the LGBTQ+ community, which mirror many of the students and members we serve. Participants will also explore privilege and oppression—with an emphasis on intersectionality as termed by sociologist, Kimberlé Williams Crenshaw. Participants will examine their own intersecting identities and the ways in which they affect their experiences. The workshop will then move into a power-building format, in which participants are able to explore—through self-reflection, discussions, video clips, and action planning—ways of bringing this information back to their worksites.

Speaker: Philip McCormick

Understanding Implicit Bias, Microaggressions, and Stereotypes

Implicit Bias refers to the attitudes, beliefs, or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases often manifest themselves in the forms of microaggressions and stereotypes. Everyone has implicit biases. Few of us are aware of them, or fully understand how biases impact our daily experiences. For educators, implicit bias may have a negative effect on our students’ behavior and academic outcomes. This session will share real-life examples of different implicit biases, microaggressions, and stereotypes, and examine the ways they impact our schools. Attendees will receive practical strategies for addressing and confronting them in ourselves and others.

Speakers: David Coleman and Makeda Harris
1:00pm – 3:00pm  ADV203  ADV  1,2  **Teaching in White Spaces: Recruiting, Supporting, and Retaining Teachers of Color**

This session will dive into state, district, and association initiatives being undertaken in Massachusetts and Mississippi to increase recruitment and retention of teachers of color. Educators will be asked to share what they are doing in their states, other things that must be done to address this issue, and how the association can help support this work.

Speakers: Erica Avent

1:00pm – 3:00pm  ADV204  ADV  1,2  **Intersectionality—Using An Intersectional Lens**

Through Welcoming Schools, a new partnership with the Human Rights Campaign, NEA is helping to create safe and welcoming schools for students, families, and educators in elementary settings. In this session, participants will explore our individual interconnectedness with gender, class, race, ethnicity, and more. The goal is to improve attendees’ ability to recognize and appreciate the differences between ourselves and the people with whom we interact every day. As educators and leaders, we support and sustain school climates that are equitable and create a sense of belonging for all students so they can achieve socially, emotionally, and academically.

Speaker: Wanda Newman and Toni Smith

1:00pm – 3:00pm  ADV205  ADV  2,3  **Diversity and Integration for Student Success: Opportunities and Possibilities**

In this session, the president and deputy director of the Poverty and Race Research Action Council will provide a modern definition of authentic integration. They will discuss the reasons school districts should incorporate diversity strategies and how educators can advocate for holistic, student-centered, intentional approaches to integration.

Speakers: Christine DonFrancesco, Philip Tegeler and Matt Gonzales

1:00pm – 3:00pm  ADV206  ADV  1,2  **Speak Truth to Power: Learn to Influence Elected Officials**

Lobbying is not a dirty word. Rather, it’s a necessary action that when handled effectively can provide elected officials with information they need to make better and smarter decisions that impact our professions, students, and schools. Attend this session, learn the tricks of the trade, and feel more empowered to become a strong public education advocate. Join NEA Government Relations leaders and a local educator for this engaging workshop.

Speakers: Kim Trinca, Reed Bretz and Marc Egan
Making Black Lives Matter in Schools: Education, Advocacy, and Action

This strategy-based session will use a racial justice lens to look at building school communities that focus on our most marginalized students. We will dive into the history of the Black Lives Matter movement, the Movement for Black Lives national policy statement, and the Making Black Lives Matter in Schools movement and week of action. In-depth discussions will address systemic racism in our schools and how to eradicate the school-to-prison pipeline. We will provide tools on how to start a racial justice task force/committee and analyze how the movement for community schools can provide a solutions-oriented framework to transform the school system to support Black students.

Speakers: Erika Jones and Cecily Myart-Cruz

Assessment for Student Learning: Ensuring Student Learning Drives Our System of Assessment – Part 2

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. Participants are highly encouraged to attend Part 1 of this session.

Speakers: George Sheridan and Hanna Vaandering

The Power of Storytelling: How Your Story Can Help You Learn to Lead

Many individuals know why they are passionate about education, but lack the skills necessary to present their personal stories in a succinct manner. In this session, participants will learn how storytelling can engage current and potential members, and they will learn strategies for turning their own experiences into powerful stories.

Speaker: Kirsten Green

Educational Evolution: Instruction and 21st Century Skills

21st Century Skills are marked by the tenets of communication, collaboration, critical thinking, and creativity. This session will highlight the importance of 21st century skills for education leaders, and provide participants with meaningful ways to promote and utilize them. This presentation will also amplify the importance of 21st century instruction, and highlight the significance of congruence among instruction, student learning objectives, and assessment.

Speaker: Debra Lewis
Power Trifecta—Communicate, Advocate, and Organize to Build Association power!

Communication, advocacy, and organizing are like three blades on a helicopter propeller: Put energy into these three actions, to cause the propeller spin and your organization will rise. Ignore any of these three actions, and the propeller will fail and your organization will crash. In this session, we will delve deeply into communication, connect it to advocacy and organizing, and explain how to coordinate work in these three NEA Leadership Competencies in ways that will strengthen your locals, urbans, or regions. The session will also explore the ways social justice activism, interest-based bargaining, and professional development can create stronger locals. Session participants will also learn how to coordinate their actions and advocacy, how to communicate about them internally and externally, and use those actions and communication to increase membership. This session is for affiliates that have leadership in place and people willing to do the work—no matter the membership level and no matter the experience level of the leadership team. This session will have theory and real life examples that can be adapted to any local, urban, or region.

Presenter: John Havlicek

Media 201: Taking Your Idea from Pitch to Print – Part 2

This intermediate level session will provide real-life examples and easily replicable step-by-step instructions that will help participants take their ideas from pitch to print. Communications pros will share industry tips and tricks to land proactive, positive media coverage and receive hands-on, real-time feedback. Participants are highly encouraged to attend Part 1 of this session.

Presenters: Eric Jotkoff and Celeste Busser

Engagement Strategies for Building Member Loyalty

How do affiliates build a strategic framework to proactively and effectively build member loyalty in face of attacks and competition? In this session, participants will learn key elements of member engagement and brand loyalty strategies. Participants will also learn to assess brand relationship in the eyes of members and other key audiences and learn how to build association loyalty through a long-range and continuous planning and engagement process.

Presenter(s): Ramona Oliver and Brian Washington or René Carter
1:00pm – 3:00pm  GOV220  GOV  2  Are You Ready to Run Your Meetings? Skills for the Presiding Officer

This session is designed for those who already possess basic to intermediate knowledge of parliamentary procedure, and wish to acquire or hone skills for presiding and handling deliberative body and governance meeting business. Participants in this workshop will briefly review rules for motions and amendments before transitioning to presiding skills. Participants will experience hands-on presiding, utilizing a variety of meeting situations and scenarios.

Speaker: Stephen Gorrie

1:00pm – 3:00pm  GOV222  GOV  2,3  Road Map to Leadership

In this session, attendees will utilize the NEA Competency Framework to create a strong road map to leadership within locals and states. Participants will explore unique strategies that local leaders can utilize to maximize engagement among a variety of members to build strong community partnerships and capacity within the local to include continuous engagement with early-career educators, programs that reach mid-career educators, and the community. Through creative contract language and local governance support.

Speaker: Kristy Moore

1:00pm – 3:00pm  GOV223  GOV  1,2  Decolonizing Your Organization: Creating Culturally Responsive Organizational Structures & Processes

This session will challenge participants to examine their current organizational structures with a cultural lens. We will explore the dominant structures that maintain the status quo. Participants will also look at current research and examples of tools to encourage cultural expression within the organization. The goal is to create new practices that encourage greater member engagement and deeper discussion and decision-making.

Speaker: Tucker Quetone

1:00pm – 3:00pm  GOV224  GOV  2,3  Passing The Torch: Leaders Who Embrace and Enhance the Next Generation

This session will focus on the ways leaders prepare their organizations for a successful future. They identify and train other leaders. They understand the benefit of identifying new leaders and helping to enhance leadership competencies. Leaders also pass the leadership torch and invest in the growth of others.

Speakers: Sequanna Taylor and Crystal Ealy
Daring Leadership Requires Us to Step Into the Arena – Part 2

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. Participants are highly encouraged to attend Part 1 of this session.

Speaker: Kelly Horner

ESP Leaders: Connecting the Dots of our Profession and Reflective Practices

In this session, participants will focus on areas of the Professional Growth Continuum in which they lead and apply two components of the experiential learning cycle: concrete experience and reflective observation. Participants will experience a five-step process to reflect upon their experiences as leaders, determine their impact and how this work intersects with the NEA Leadership Competency Framework.

Speaker: Margaret Powell

edTPA to the Rescue!

edTPA is a performance-based, subject-specific assessment and support system used by teacher preparation programs to emphasize, measure, and support the skills and knowledge that all educators need from Day 1. This session is intended for all educators who want to learn more about edTPA and how to be successful in completing edTPA or helping candidates complete edTPA. This is a condensed overview of what edTPA scorers are looking for when candidates are completing the portfolio assessment. This session will be presented by individuals who completed edTPA in 2018.

Speakers: Ruth Luong and Alexandria Bonner

Planned Enthusiasm

This session will address strategies and implementation plans to engage early-career educators and international language teachers, as well as advance the profession through service learning, in and out of our classrooms. Based on the experiences of educators in rural Tooele County, Utah, this session will light a fire of enthusiasm and
provide a framework for new ways associations can connect with surrounding communities.

Speakers: Rebecca Hall, Craig Harrison, Emilee Liddiard and Ashlyn Drew

1:00pm – 3:00pm  LOP233  LOP  2

**Empowering Early-Career Educators of Color through Socio-Emotional and Professional Learning Supports**

In this interactive session, participants will identify socio-emotional challenges faced by early-career educators of color, develop conversation starters, and create coaching sessions based on socio-emotional components. Learn how to provide learning communities for early-career educators of color to foster collaboration, improve practice, enhance student learning, and build relationships. Collaborate with other educators on how to create a safe space for early-career educators to reflect upon their practices. Using the NEA Leadership Competency Framework, participants will explore how affiliates can lead on professional learning for educators of color to advocate for professional learning, professional quality, and social diversity.

Speaker: Rowena Shurn and Tyrone Terry

1:00pm – 3:00pm  LOP234  LOP  2

**Invisible Members. Invisible Communities. Is Anyone Listening?**

This interactive session will focus on providing participants with key concepts and materials to: engage and build mutually beneficial relationships with diverse members and communities to create sustainable partnerships to win on organizing issues. Participants who identify and engage in culturally responsive communication with diverse members and communities and commit to identifying and building diverse group of leaders through personal and organizational culturally relevant leadership development.

Speakers: Roxann Fonoimoana and Linda Cabral

1:00pm – 3:00pm  LOP235  LOP  1,2

**Advocating for Students and Members Experiencing Trauma**

This session will be part information sharing and part interactive experience, including visual aids and methods for helping students and members who are experiencing trauma. The session will explore the roots of trauma and post-traumatic stress disorder (PTSD) through explaining adverse childhood experiences (ACES) and the physical impacts of immediate and past traumas. After an explanatory breakdown of trauma and the impact it has on the human brain and body, we will provide resources and demonstrate evidence-based practices for calming the bodies and brains of PTSD-triggered students and members who are in crisis. We will also use real-life
examples to advocate for students and members who are handling toxic stress.

Speakers: Caren Burns and Cyndee Bowser

1:00pm – 3:00pm  LOP237  LOP  2  Social and Emotional Learning Support for Early-Career Educators

Successful teachers embed social and emotional learning (SEL) techniques into their practice to reach and teach the whole child. What might this look like in mentoring practices with early-career educators? How can mentoring using an SEL lens lessen the effects of vicarious trauma for early-career educators? This session will explore the ways in which SEL techniques positively impact the mentoring process, and will convey the research behind SEL, and the ways in which mentors and coaches can intentionally implement SEL skills into their mentoring practices.

Speaker: Rachel Maleski and Alissa Gonzalez

1:00pm – 3:00pm  LOP238  LOP  3  Community Schools: Model Mobilization

This session focuses on bringing community schools to scale in our affiliates. Economies of scale focus on the cost and investment advantage that arises when there is a higher level of production of one good. In this case, the good is a public community school, and the scale is looking at the state level. Learn more about NEA’s enterprise-wide work on community schools, assess current efforts and gaps that exists in the implementation and expansion of community schools, and begin the work of strengthening support of community schools and implementing their expansion.

Speakers: Eric Brown and Christine Sampson-Clark

1:00pm – 3:00pm  ORG240  ORG  1  Let’s Get Politically Savvy

As election season draws near, it is important for educators to become politically active and bring awareness to educational issues that affect us in the classroom. Now, more than ever, we must make our voices heard and advocate for our students and each other. Aspiring Educators and early career educators are invited to join us for a fun session that will explore resources and activities that attendees can take back to states and locals for implementation and increased political action.

Speakers: Morgan Brown and Jessica Bailey

1:00pm – 3:00pm  ORG241  ORG  2,3  Creative Strategies for Organizing and Engaging Newer Educators

In this session, participants will learn a variety of ways to creatively engage newer educators. In this hands-on workshop, participants will be given a variety of tools to turn passive members into actively
engage members. Topics covered will include organizing focus group meetings, creating a SPARKS program, cross-regional networking opportunities and the creation of a state-based Emerging Leaders Academy. The spectrum of soft-to-hard engagement strategies will be covered. Participants will leave with a variety of engagement strategies that can be utilized at the local, regional, and state levels.

Speaker: Crystal Bush

1:00pm – 3:00pm  ORG242  ORG  1,2  Declaring Our Human Rights

Many of our members and prospective members have forgotten the rights granted to us through the Universal Declaration of Human Rights, passed in the aftermath of World War II. This session will help members understand how to use the power of those rights to recruit members and re-affirm the true value of what a strong union does.

Speaker: Mark Geary

1:00pm – 3:00pm  ORG243  ORG  1,2  Empower and Equip Your Building Representatives to Act

This session will provide tools and strategies for leaders to share with building representatives so they have the information they need to lead their schools, committees, and communities. Attendees will learn best practices for creating “10-minute” meetings that will captivate current members and encourage them to continue, and inspire potential members to join.

Speaker: Amanda Thompson

1:00pm – 3:00pm  ORG245  ORG  1,2  It’s Never Too Early to Recruit and Empower Early-Career Leaders

This session will provide local, state, and national leaders with the tools to strengthen their current early-career programs, or begin them from scratch. Attendees will learn to identify potential early-career leaders and receive best practices for working with early-career members. Participants will also plan an event for their state or local affiliate using real data collected from early-career members.

Speakers: Daniel Cyckowski and Noelle Ebler

1:00pm – 3:00pm  SFH251  SFH  3  Ratios and Trends—The Truth Behind the Numbers

Gain an understanding of key ratios and trends and how they can help support decision making on an ongoing basis. Learn how to ask big picture questions to learn the truth behind the numbers.

Speaker: Jenny Yang
1:00pm – 3:00pm    SFH254    SFH  2  **Investment Risk – Good Risk, Bad Risk and the Association Investment Policy**  
Gain an understanding of the components of a sound investment policy, different types of investments and risk assessment to protect cash, reserves, and investments.  
Speaker: Kristy Spires

1:00pm – 3:00pm    SFH255    SFH  2  **Resource Development: Grant Writing and Beyond! Part 2**  
In Part 2 of this series, participants will learn how to develop measurable goals that serve as the foundation for a successful work plan. Other topics will include creation of a resource map, budget development, and identification of potential partnerships and non-dues resources.  
Speakers: Shafeza Moonab and Barbara Hopkins

1:00pm – 3:00pm    BOD002    GOV  3  **The RA Delegate...REMIX!**  
This session will answer the question: How do NEA Directors support RA Delegates to use their individual voice and local work within the collective voice and national work of the NEA? It will specifically focus on how NEA Directors can support and train RA Delegates on their responsibilities as the decision making body of the Association. This session connects multiple leadership competencies and is designed to move board members from mobilizing and power building to agenda driving. This session is only for members of the NEA Board of Directors.  
Speakers: Tara Jeane, Brenda Robinson, Miguel Saldana, Daniel Sobczak, Cherly Mattern, Taunya Jaco and Shelly Moore Krajacic