

2019 NEA National Leadership Summit Institutes
Colorado Convention Center
Denver, Colorado
March 15-17, 2019

2019 Combined Leading Our Professions and Organizing Institutes:

Center for Organizing and Center for Great Public Schools-Utilizing Professional Supports to Engage, Support and Recruit Early Career Educators

NEA in partnership with state and Local Affiliates, has embarked on a national effort to connect to every new educator in the country to identify the professional supports and resources they need, provide follow up support on those needs, and recruit them as a member of their local association. This New Educator Engagement, Support and Recruitment Campaign (New Ed) has conducted One-to-One Organization conversations with nearly 100,000 new educators. This Leadership Institute will focus on how state and local associations can utilize these professional learning programs to improve new educator recruitment and retention and support the professional growth of early career educators.

Participants will start by unpacking data on cultural competency needs of new educators and walk through the steps of creating professional issues organizing campaigns based on the data and resources available. Through the course of the session, participants will gain hands-on experience in how to conduct the One-to-One organizing conversations that are the foundational skill of winning professional issues campaigns. Participants will leave the institute with the foundational leadership skills to engage with their state and local associations' efforts as part of the New Ed campaign.

Leadership Level:

Institute 1.0 is geared toward Level 1 (Foundational) and Level 2 (Mobilizing & Power Building)

Competency Focus: Leading Our Professions and Organizing

Competency: Leading Our Professions: Advocates for professional learning, professional quality and social diversity inside our professions and promotes our union's role in advancing education transformation, student learning, and equitable access to opportunities.

- Theme: Supports professional excellence and builds capacity for continual improvement and learning to ensure the success of all students
 - Understands the value of continuous improvement and learning for all educators across their career continuum and what this looks like in practice
- Theme: Recognizes and promotes the association's role in improving the learning of all students
 - Understands the current and evolving role the association plays in the success of all students, educators, schools and campuses

- Theme: Advocates for policies and strategies that positively impact our professions and the learning of all students
 - Understands the policies and conditions that impact our professions and learning of all students using a race equity lens
- Theme: Analyzes and applies research to determine the potential impact on our professions and the learning of all students
 - Understands how to identify high-quality qualitative and quantitative research and how research informs the programs and policies that affect our professions and the learning of all students using a race equity lens

Competency: Organizing: Mobilizes, activates and engages members and leaders to support internal and external relationships and association capacity to: recruit, retain and identify diverse groups of members and leaders; and advance strategic priorities at the national, state and local levels.

- Theme: Utilizes best practices — technologies and methods that throughout experience and research has led to successful organizing outcomes
 - Understands the theory and best practices associated with organizing using a racial and social justice lens
- Theme: Builds and maintains meaningful community partnerships
 - Engages diverse groups of audiences in the community to identify common issues
- Theme: Makes strategic plans that rely on data and analysis to set and achieve key organizing objectives
 - Analyzes and effectively compiles reliable research data to formulate organizing strategies through the use of appropriate tools
- Theme: Engages in collective action to identify and address pivotal issues
 - Identifies and engages in high impact and actionable organizing opportunities that drive growth of a diverse membership and advances the mission of great public schools
- Theme: Creates conditions for continuous association growth and strength
 - Understands processes and strategies for member recruitment, engagement and retention
- Theme: Fosters the development of leaders at all levels of the organization
 - Recognizes leadership in all of its forms and provides opportunities for diverse leadership to flourish

Learning outcomes/objectives

- Provide overview of existing C4O and CGPS campaigns and programs available to members to advance NEA's institutional priority around new and early career educators
- Provide a foundational understanding of how to identify professional issues, specifically focused on cultural competence and racial justice in education in order to utilize knowledge to build a campaign around it.
- Provide foundational understanding and experience in one-to-one organizing conversations.

Timeframe/Commitment

March 2019 – July 2019 (5 months)

Certificate of Completion

At the end of the institute participants will receive a certificate of completion from The Leading Our Professions and Organizing Institute.

Pre-Summit work

- Complete Leadership Self-Assessment(s) (LOP and Organizing). The link is located at www.nea.org/leadershipdevelopment
- Complete a 15-30 minute information session prior to arriving at the Leadership Summit.

Institute Breakout Sessions

Session 1 (March 16, 2019)

Participants will explore cultural competency as it relates to student achievement, develop an understanding of cultural diversity and the importance of cultural competence, and understand the roles and responsibilities of interdisciplinary teams as it relates to student achievement. We will explore data sets, such as student body ethnicity, achievement scores, truancy/attendance, and teacher turnover, to unpack strategies that interdisciplinary teams can use in order to foster safe learning environments.

Session 2 (March 16, 2019)

In this session, we will explore how using one-to-one conversations to organize a campaign around fostering safe learning environments for students and your colleagues. This session will focus on how to have a conversation with a colleague that identifies issues within the academic setting that are important to them and moves them to action. Participants will gain hands-on experience using a peer-to-peer texting program to have one-one-one conversations with early career educators in their state.

Session 3 (March 17, 2019)

Now that participants have identified areas to support the learning environment and hands on organizing experience, it is time to put this new knowledge into practice back in your local and/or state association. Using tools and resources provided by the Center for Organizing and Center for Great Public Schools, participants will analyze their local and state data to begin to identify potential professional issue and membership growth organizing opportunities, identify ways to build a team and engage stakeholders, and formulate a plan to win.

Post-Summit Work

- 30 day post-summit check-in
- 90 day post-summit check-in