Our Democracy. Our Responsibility. Our Time!

Pre-Summit Webinar
Effective Policymaking for Leadership
Tuesday, February 25, 2020

Conference Call Number: 1-800-458-4121 | Participant Code: 7835056

http://neaorg.adobeconnect.com/summit/
National Education Association

Rebecca “Becky” Pringle
Vice President
Purpose of the Summit

To develop activist leaders and prepare them with the knowledge, skills, and abilities necessary to lead relevant, thriving associations and to lead in their professions.
Agenda

Princess Moss
- NEA Secretary-Treasurer and Chairperson of the Committee on Program and Budget

Shannon McCann
- Chairperson, NEA Board Strategic Committee on Legislation

Rachel Stafford
- Chairperson, NEA Standing Committee on Resolutions
Strategic Plan and Budget

Princess Moss
Secretary-Treasurer
Leadership Competencies

**ADVOCACY**
Advances the cause of public education through social justice and how it benefits our students and members' professional needs and rights.

**COMMUNICATION**
Builds an integrated communications strategy that drives the goals of our professions.

**GOVERNANCE AND LEADERSHIP**
Sets the mission and establishes strategies necessary for a relevant and thriving organization; empowers, motivates, and fosters a pipeline of talent for the future.

**LEADING OUR PROFESSIONS**
Advocates for quality inside our professions and promotes our union’s role in advancing education transformation and student learning.

**ORGANIZING**
Mobilizes to influence successful organizing outcomes, strengthen internal and external relationships, and membership capacity; recruit and identify new members and potential leaders into the Association.

**STRATEGY AND FISCAL HEALTH**
Builds the brand and accomplishes the goals of the Association through effective financial management and understanding of fiduciary responsibilities.
Leadership Competencies

**Strategy and Fiscal Health:** Understands the interdependency of strategic planning, budget development, and business policy.

**LEVEL 1 – FOUNDATIONAL:** Utilizes the Association’s strategic plan to create a strategic budget that is inclusive of funding to support member diversity and diverse programs.

**LEVEL 2 – MOBILIZING AND POWER BUILDING:** Promotes a culture that recognizes the importance of fiscal responsibility; ensures Association bylaws, other governing documents and policies support financial health.

**LEVEL 3 – AGENDA DRIVING:** Evaluates the effectiveness of strategic plans using outcome based goals and metrics, actual to budget financial results, and the effectiveness of Association policies to ensure long-term sustainability of the Association.
Plan & Budget Development: 4 BASIC RULES

1. Any plan & budget is only as good as the effort and information people put into it.

2. Good planning practices should foster collaboration and exchange of information among participants.

3. No plan is perfect because none of us can totally predict the future.

4. In order to reach the goals, plans & budget must be monitored and adjusted as time goes on.
PLANNING & BUDGETING CHARACTERISTICS

- ONGOING PROCESS
- THOUGHTFUL AND DELIBERATE
- INCLUSIVE
THE NEA STRATEGIC PLAN AND BUDGET DEVELOPMENT PROCESS

- Reflect
- Discover
- Develop

Strategic Planning Life Cycle

- Sustain
- Innovate
- Disrupt

Objectives, Tactics, Activities

Monitor Progress

Lessons-learned SWOT Analysis Goals
2019-2020 BUDGET COMMITTEE

Amber Gould, Arizona
James Frazier, New Jersey
Gina Harris, Illinois
Doug Hill, Michigan
Shannon McCann, Washington
Kathy Vetter, Wyoming
Becky Pringle, Vice-President
Princess Moss, Secretary-Treasurer
### OBSERVERS

<table>
<thead>
<tr>
<th>Category</th>
<th>Members</th>
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<tbody>
<tr>
<td>Retired</td>
<td>• Sarah Borgman</td>
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<tr>
<td>Aspiring Educators</td>
<td>• Rachel Immerman</td>
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<td>NCESP</td>
<td>• Rae Nwosu</td>
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<td>NCHE</td>
<td>• DeWayne Sheaffer</td>
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<td>NCUEA</td>
<td>• Shannon Rasmussen</td>
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<td>NCSEA</td>
<td>• Noel Candelaria &amp; Jeff Taschner</td>
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<td>• Tucker Quetone</td>
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<td>• Don Tinney</td>
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<td>• C. Scott Miller</td>
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<td>WIC</td>
<td>• Louise Stompor</td>
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**Executive Committee**

- Eric Brown
- Shelly Moore Krajacic
- Robert Rodriguez
- Christine Sampson-Clark
- George Sheridan
- Hanna Vaandering
To grow and strengthen our union, we will organize our members around issues that impact teaching and learning and the lives of our students.
2020-2022 BUDGET DEVELOPMENT TIMELINE

**September – March**
- Budget Engagements and February Budget Committee Meeting to identify Tactics

**March**
- Budgets submitted to Strategy Department and OCFO for review.

**April 2 - 3**
- Budget Committee Meeting with final proposals for balanced budget.

**May 1 - 2**
- Board Budget Presentation

**June 22**
- RA Virtual Budget Open Hearing

**July 1**
- Board Meeting to recommend to the RA for Adoption
BUDGET ENGAGEMENTS

- NEA BOD
- Aspiring Educators
- NCESP
- NCUEA
- WIC
- NEA Staff
- Budget Input
- NEA Retired
- NCSEA Regions
- NCHE
- EMAC
- SOGI
- Small States
1. What does success look like to you?

2. How will we know if we are successful?

3. What is your unique role in contributing to Success?
Strategic Plan and Budget: [www.nea.org/policyresourcecenter](http://www.nea.org/policyresourcecenter)
Questions

By phone, press *1 to ask a question or *2 to be removed from the queue.

By computer, click and type in your question in the Q&A box (far right), press the return key to submit your question.
NEA Board Strategic Committee on Legislation

Shannon McCann
Chairperson
Leadership Competencies

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Leadership Competencies

• LEVEL ONE - FOUNDATIONAL: Understands and reports on emerging local, state, and national public education policy and reforms

• LEVEL TWO – MOBILIZING AND POWER BUILDING: Engages and persuades a diverse group of stakeholders to support shared interests in local, state, and national public education policy and reforms

• LEVEL THREE - AGENDA DRIVING: Develops credentials and experience in advocacy and collaborates to draft local, state, and national public education policy and reforms
Our Tool for Federal Advocacy

www.nea.org/policyresourcecenter

The Legislative Program is divided into four Sections:

I. High Quality Public Education
II. Supporting Student Success
III. A Voice in the Workplace
IV. Good Public Policy

“NEA supports...”
“NEA opposes..”
**EDUCATOR PROFESSIONAL DEVELOPMENT**

NEA supports:
- funding for induction programs for new educators;
- establishment and funding of professional development opportunities designed and directed by educators;
- initiatives to support the development of cultural competence among all educators;
- national efforts to improve the professionalization of education;
- programs that provide adequate opportunities, experiences, and resources for education practitioners to teach and learn from peers;
- opportunities for staff development and in-service training for all education employees;
- access to relevant, high quality, interactive professional development in the integration of digital learning;
- the establishment of state or locally based paraeducator certification programs, coupled with requirements that school districts provide paraeducators with the necessary training and professional development;
- requirements for state credentialing of participating nonpublic school personnel;
- assurance of professional development for all postsecondary members;
- federal initiatives that respect state certification requirements for educators;
- training for pre-service, early career, and experienced educators that defines the school-to-prison pipeline and includes strategies for peer-to-peer, educator-to-parent, educator-to-student, and student-to-educator communication; and that provides an understanding of educational trauma and its impact on a student's education.

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**Thread**

NEA @NEAToday · Feb 25, 2019
Great news! With a vote of 387-19, the House overwhelmingly passed HR276, a bill to honor education support professionals (ESP), who play an essential role in keeping students safe, challenged, engaged, supported, and healthy in our public schools and communities. #WeLoveOurESP

Show this thread
Legislative Program Online: www.nea.org/policyresourcecenter

Legislative Program

*Propose an Amendment to:*

- **Legislative Program**
  Suggest an amendment to the Legislative Program, using this online form.

Legislative Program Resources

- NEA Legislative Program, 116th Congress
- About NEA Legislative Program
- How the NEA Legislative Program Is Crafted and Amended
Questions?

NEA Governance Policy Resource Center: www.nea.org/policyresourcecenter

EdVotes: https://educationvotes.nea.org/
Questions

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Resolutions: Our Organizational Beliefs

Rachel Stafford, Chairperson
NEA Resolutions Committee
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Advance the organization by internalizing its vision, mission, and core values.

- **LEVEL ONE - FOUNDATIONAL**: Use purpose, culture, and history of organization as well as education and union trends to influence direction of work.

- **LEVEL TWO – MOBILIZING AND POWER BUILDING**: Empower others and promote a culture that appeals to different motivations of members while recognizing the contributions of all.

- **LEVEL THREE - AGENDA DRIVING**: Implement strategies that utilize mission, vision, and core values to drive work and culture.
NEA’s Definition of a “Resolution”
As set forth by the NEA RA in our Standing Rules

An NEA Resolution is:
• An expression of opinion, intent, belief, or position.
• General in concept, clear and concise in language.
• Broad in nature, positively stated, and without ambiguity.
Navigating NEA’s Beliefs

Constitution of the National Education Association of the United States

Preamble

We, the members of the National Education Association of the United States, in order that the Association may serve as the national voice for education, advance the cause of public education for all individuals, promote the health and welfare of children and/or students, promote professional excellence among educators, gain recognition of the basic importance of the educator in the learning process, protect the rights of educational employees and advance their interests and welfare, secure professional autonomy, promote, support and defend public employees’ right to collective bargaining, unite educational employees for effective citizenship, promote and protect human and civil rights, and obtain for its members the benefits of an independent, united education profession, do hereby adopt this Constitution.
Recently Adopted Resolutions

Lifelong Learning

Health, Welfare, Safety
• C-17. Opioid and Narcotic Addiction and Abuse (2019)

Citizenship Rights
• H-4. The Role of the Press in a Democracy (2017)
• H-7. Economic Fairness in a Democracy (2016)

Retirement/Social Security

Racial and Social Justice
• I-34. Gender-Based Violence Worldwide (2019)
• I-50. White Supremacy Culture (2018)
• I-52. Hate-Motivated Violence (2018)
Resolutions Program Cycle

Proposed Amendments (Fall-Winter-Spring)

- Open Hearing for NEA Delegates (June 24)
- Resolutions Committee Winter Meeting (March 5-7)
- Resolutions Committee Summer Meeting (July 1-2)
- Committee completes and delivers recommendations to RA (July 3)
- Delegates submit final amendments and Resolutions Chair presents report to NEA RA (July 3-6)
Vision, Mission and Values

Constitution

Standing Rules

Bylaws

Strategic Framework

Policy Statements

Resolutions

Legislative Program

New Business
Adopted Policy Statements

• Privatization and Subcontracting Programs (2000)
• Kindergarten and Prekindergarten (2003)
• Teacher Evaluation and Accountability (2011)
• Digital Learning (2013)
• Discipline and the School-to-Prison Pipeline (2016)
• Charter Schools (2017)
• Community Schools (2018)
Resolutions Input

Policy Resource Center on NEA.org

www.nea.org/policyresourcecenter
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COMING SOON!

2020 NEA Aligned Events