1:00pm – 3:00pm    ADV200    ADV 1,2

**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

1:00pm – 3:00pm    ADV201    ADV 1,2

**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

1:00pm – 3:00pm    ADV202    ADV 1

**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 and Lamikco Magee

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: Owanda Newman

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 Megan Haberle

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
1:00pm – 3:00pm  ADV207  ADV  1,2  **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

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<tr>
<td>8:15am – 10:15am</td>
<td>ADV208</td>
<td>ADV 3</td>
<td><strong>Assessment for Student Learning: Ensuring Student Learning Drives Our System of Assessment – Part 2</strong></td>
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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

1:00pm – 3:00pm  COM210  COM  1,2  **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

1:00pm – 3:00pm  COM211  COM  1  **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: Celeste Busser and Richard Allen Smith

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
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

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

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

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
1:00pm – 3:00pm  GOV225  GOV  2,3  **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

1:00pm – 3:00pm  LOP230  LOP  1,2  **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

1:00pm – 3:00pm  LOP231  LOP  1  **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 Jenika Headley-Greene

1:00pm – 3:00pm  LOP232  LOP  1,2  **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, R. 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: Ambereen Khan-Baker 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  LOP236  LOP  1,2  
**Equity: The Thread that Binds in National Board Certification – Part 2**

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

Speakers: Casey Schurman and Sara Hancock

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

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 after math 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
Winning on Early-Career Issues – Part 2

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

Speakers: Morgan Steinbach, Chris Williams, Stephanie Duwve and Marissa Platton

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

Two Years of Organizing: Small Local Makes Big Impact

In 2017, local leaders began with fundamental organizing, and transformed their membership into an active and proud organization with parent and community support. California’s Lincoln Unified Teachers Association (LUTA), a local of nearly 500 members, worked two years without a contact and spent 15 months in negotiations. This session invites participants to discuss the ways unions can shift bargaining beyond wages and benefits.

Speaker: Maralyn O’Brien

How to Conduct a SWOT Analysis to Support Strategic Decision Making & Planning

A SWOT analysis is a tool that is used in a variety of settings to examine an organization’s strengths, weaknesses, opportunities, and threats and use the information to create strategies and goals that will reach a desired outcome. In this session, participants will learn how to conduct a SWOT analysis and engage in hands-on activities designed to help create their association’s strategic plan.

Speaker: Paula K. Purdy
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<td>1:00pm – 3:00pm</td>
<td>SFH251</td>
<td>SF</td>
<td>Ratios and Trends—The Truth Behind the Numbers</td>
<td>Jenny Yang</td>
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<td>1:00pm – 3:00pm</td>
<td>SFH252</td>
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<td>Frauditing: Preventing and Detecting Fraud at Your Association</td>
<td>Bob Maleta</td>
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<td>1:00pm – 3:00pm</td>
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<td>Monitoring the Association’s Strategic Budget to Assess the Association’s Strategic Plan</td>
<td>Gregory Brennick</td>
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<td>1:00pm – 3:00pm</td>
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<td>SF</td>
<td>Investment Risk – Good Risk, Bad Risk and the Association Investment Policy</td>
<td>Kristy Spires</td>
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<td>1:00pm – 3:00pm</td>
<td>SFH255</td>
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<td>Resource Development: Grant Writing and Beyond! Part 2</td>
<td>Lisa Kodoma and Barbara Hopkins</td>
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<td>1:00pm – 3:00pm</td>
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<td>GOV</td>
<td>The RA Delegate...REMIX!</td>
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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: TBD