Sunday, March 15, 2020 (AM)
2020 NEA National Leadership Summit
Orlando, FL

8:15am – 10:15am  ADV300  ADV  1,2

Who Knows the Most About Education? Educators!

What do you do when your colleague complains about standardized test scores, teacher evaluations, and class sizes? Help them to become politically active so they can fully understand how they can create change at the ballot box! In this session, members will learn how to become engaged politically and ways they can use their leadership competencies to help shape the opinions of local, state, and national legislators on public education. We will examine ways to screen school board and city council candidates, organize rallies to help support local levy or candidates efforts, set up a political action campaign (PAC), arrange for members to visit the statehouse to lobby state legislators, and other methods that will help harness educators build political strength.

Speakers: Molly Wassmuth and Billie Sarich

8:15am – 10:15am  ADV301  ADV  1,2

Activate Your Leadership to Stop School Shootings

On February 14, 2018, 17 people were murdered at Marjory Stoneman Douglas High School, in Parkland, Fla. Across the nation, millions of educators felt helpless and angry as they once again watched policymakers fail to address the issue of gun violence. As a result of lawmakers’ inaction, more school shootings have followed. In this session, attendees will learn how teachers can use NEA’s Leadership Competency Framework to identify and grow their leadership skills and become catalysts for change at the local, state, and national levels. Participants will leave the session with a deeper understanding of the issues and what they need to do to activate their leadership skills and to become advocates for meaningful discussions on school safety in their communities.

Speaker: Joseph Fatheree

8:15am – 10:15am  ADV302  ADV  2,3

External Partnerships for Today’s NEA: Building Bridges to Members and the Community

In this session, attendees will hear from the Illinois Education Association and NEA-Rhode Island on how empowering members to express how their association shows up outside the union hall fuels community collaboration and deepens member connection. Learn how the formation of external partnerships represents a smart strategy for winning on the issues we care about. It’s also a strategy
that can increase the number of member activists and community allies.

Speakers: Stacey Grissom, Al Lorens and Lawrence Purtill

8:15am – 10:15am  ADV303  ADV  1,2  **Know Your Adversaries**

In this session, participants will be introduced to the adversaries of public education and organized labor, including competing organizations, and will explore websites and databases that provide information on these organizations. By gaining familiarity with the information sources, leaders will be empowered to conduct strategic research and evaluate threats and opportunities.

Speaker: Susan Nogan

8:15am – 10:15am  ADV304  ADV  1,3  **Influencing Elected Officials on Gun Violence in America**

Gun violence is now the leading cause of death among Americans between ages one and 19. The skills needed to move lawmakers on this important topic—and pave the way for change—can be learned. In this session, presented by NEA Government Relations leaders, and one of NEA’s national partners, attendees will learn why it matters when constituents share stories and facts with their elected leaders and how to do it effectively.

Speakers: Sylvia Johnson and Jasmine Harris

8:15am – 10:15am  ADV305  ADV  1,2  **Education is Political**

Educators are often fearful of politics as a topic of discourse within learning spaces. Yet, education remains a primary function of liberation and transformation. We seek to reframe teacher identities from merely educator to change agent and activist. Moreover, we aim to collectively move students to action by using our personal narratives of activism as a springboard. This session will explore the politics of education in tandem with student and teacher led movements for equity. We will also explore the use of the arts as a service tool. In what ways are our learning spaces fostering change? When faced with a gross injustice, are we equipped to act? Better yet, have we equipped our students to act? How might we encourage youth to activate their power in order to solve local and global problems? What successful strategies have been employed by teachers to inspire political and civic action among students? These questions and more will be explored through an interactive session designed for participants to reflect on current practices and reshape professional identities as we continue on this journey toward liberation together. In addition, ample opportunity will be dedicated to collectively brainstorm how we as union members can marshal our institutional resources to combat acts of injustice. Dialogue,
storytelling, performing arts, “Art of Hosting” and other adult learning strategies will help to drive participants’ engagement.

Speakers: Estella Owoimaha-Church, Gabriel Tanglao and Rachael Arens

8:15am – 10:15am  ADV306  ADV  1,2  Using Your Voice—Leading in the 2020 Election

Presented by staff from the NEA Campaigns and Elections Department, this session will help participants learn to engage fellow members in the 2020 election cycle. Session attendees will practice message points to be used when talking to others about the importance of the election. The session will also supply strategies to be used at the local level to encourage member activism and a training on a new suite of digital resources that were developed by Campaigns and Elections for the 2020 election cycle.

Members will learn how to talk to others about the campaign and acquire strategies for engaging fellow members. This training will help to fulfill NEA’s strategic objectives of securing a pro-public education environment for students and building the capacity of our local, state, and national union by helping members integrate new digital resources into existing campaign programs. It will boost organizational capacity, and help to protect the rights of students and educators.

Speakers: Michael Cassesso and Katrina Mendiola

8:15am – 10:15am  ADV307  ADV  1,2  Intersectionality of Trauma and Race

The brain is consistently bombarded with words from a variety of sources. In this session, attendees will look through a lens of racism at the ways microaggressions—from the flagrant to the discrete—create trauma. Learn to develop coping mechanisms to heal the harm and rewire damaged neurons. We will touch upon the notion that trauma is woven into our DNA, and the interconnected nature of social categorizations create overlapping and interdependent systems of discrimination. All of this has a direct impact on learning and the internalization of environmental oppression.

Speakers: Shan Byrd, Brenda Martin-Lee and Laurie Gibson-Parker

8:15am – 10:15am  COM310  COM  1  Mindful Leadership: Mentoring Our Newest Educators

This session will help participants focus on communicating more intentionally with early-career educators. Retaining our newest educators is critical to sustaining the profession and creating a positive collective impact in our schools. Research shows that more than 30% of novice educators leave in their first five years and stress is one of the factors that contributes to this statistic.
Union leaders can be influential mentors who can support novice educators in developing social and emotional skills to minimize anxiety and promote well-being. Participants will identify needs of early educators, assess their own self-care habits, practice mindfulness strategies, learn how to use group mentoring to communicate, and create a plan for sharing what they have learned. Mindful leaders need to take care of themselves and be able to model healthy practices. A list of tools to create a Self-Care Tool Kit will be shared.

Speaker: Carol Radford

8:15am – 10:15am  COM311  COM  1,2  The Guiding Story: Developing an Association Narrative to Focus and Drive Local Work

This session will focus on the process of developing an association narrative that includes all aspects of the organization’s work. Attendees will also learn ways to create an association narrative to recruit and focus association work. Participants will hear from a UniServ Director and local president—from the Sioux Falls Education Association in South Dakota—about the work they have done to develop the association narrative. During this interactive workshop, participants will engage in exercises designed to demonstrate how to use the narrative to help with one-on-one conversations, member engagement, and association planning. Participants will also learn the step-by-step process that was used to develop the narrative with association leaders and begin to create their own narrative.

Speakers: Ryan Rolfs and Tony Martinet

8:15am – 10:15am  COM312  COM  1,2,3  Developing your Social Media Strategy

Online tools are essential for reaching NEA members, potential members, and supporters. In this session, participants will learn how to successfully use social media, email, and online organizing tools to enhance organizing, build capacity, strengthen membership, and win campaigns.

Speaker: Amy Jordan

8:15am – 10:15am  COM313  COM  2,3  Listen to Learn

In today’s fast-paced, high-stress world, good communication and effective listening is more important than ever. Listening is a way to make someone feel important, included, and acknowledged. It is also key to the work we do as an association. How can we effectively advocate on behalf of students and our members if we don’t listen to what is happening in their schools, and classrooms? This session is designed to help participants learn to be better listeners. Participants
will practice listening in various contexts and settings, including informal conversations, meetings, and formal settings.

Speaker: Erica Seifert

8:15am – 10:15am  COM314  COM  1,2
Public Speaking: Say What?! Fundamentals of Great Public Speaking

Does speaking in public send you into a panic? This session will help you master the fundamentals of being a great public speaker. Great for beginners or those who want to polish their skills, this session will help you beat the nerves, defeat the “umms,” and feel more comfortable speaking in front of audiences large and small.

Speakers: Ramona Oliver and René Carter

8:15am – 10:15am  GOV320  GOV  1,2
White Supremacy Culture

This session examines characteristics of white supremacy culture that show up in our organizations. Culture is powerful precisely because it is so present and at the same time so very difficult to name or identify. The characteristics covered in this session are damaging because they are used as norms and standards without being proactively named or chosen by the group. They are damaging because they promote white supremacy thinking. Because we all live in a white supremacy culture, these characteristics show up in the attitudes and behaviors of everyone—people of color and Caucasians. Therefore, these attitudes and behaviors can show up in any group or organization, whether it is white-led or predominantly white or people of color-led or predominantly people of color. For white supremacy culture to be dismantled throughout NEA, we must have a mutual understanding of the ideology. This session will also provide solutions on how to dismantle white supremacy culture.

Speaker: Elijah Armstrong

8:15am – 10:15am  GOV321  GOV  1,2
I Just Became a Local Leader! What Now?

During this interactive session, participants will discuss the challenges and victories associated with becoming a local association leader. Strategies for keeping current members engaged, recruiting new members (one-on-one skills), identifying potential leaders (power mapping), and establishing or maintaining a thriving local association will be discussed. Other topics will include chapter restructuring, and learning, or developing, a local constitution and bylaws. Attendees will also learn how to integrate mission and vision into the local association’s planning process, and how to lead a local during the digital information age. This session will also benefit members who may be considering a run for local positions.

Speakers: Carlton Rice, Kirsten Green and Carlos Morris
Maximizing Engagement of Members and Community to Build Capacity

In this session, 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. Special focus will be given to continuous engagement of Early Career Educators, creating programs and resources for mid-career educators, building productive relationships, contract language and local governance.

Speaker: Linda McLaughlin

Are Your Governing Documents Actually Governing Your Organization?

In a post-Janus era, it is more important than ever for unions to keep all operations above board. Publicly, unions must be transparent and beyond reproach. In this session, participants will be asked to think critically about their governing documents; develop new ideas about how their state or local can be run; and consider how governing documents can become part of that structure. Attendees will also work through the potentially problematic or outdated parts of their governing documents. This session will provide participants with the tools they need to analyze and revise state and local constitutions, bylaws, and rules with an eye towards actual organizational best practices. Geared towards experienced leaders, participants will analyze their organization's current practice and align their governing documents accordingly.

Speaker: Joshua Rubin

High-Stakes Conversations: Knowing When to Engage the Brain, Heart, or Gut to Influence

If you’ve ever been in a situation and wished you could use influence effectively, this session is for you. This session will examine the art and a science of influence. Attendees will learn how to have conversations that get results and keep relationships strong. They will uncover the principles of influence, explore seven approaches to influence, practice one-one-one high-stakes conversations, and more. This session is intended for those who lead others and work within member organizations.

Speaker: Tiffany Prince
8:15am – 10:15am  GOV325  GOV  1,2

Activating the Power of the Union Representative through Leadership Development

In this interactive session, participants will develop leadership skills, examine the role of a union representative, and learn to mobilize and inspire fellow members. Participants will learn specific skills—such as active listening, facilitation, and mapping a building for communication and mobilization and the responsibilities of an empowered union representative. New union representatives will increase their confidence and skills in their critical role. Seasoned union leaders will walk away with a union representative training to deliver in their districts.

Speaker: Karyn Grace

8:15am – 10:15am  GOV326  GOV  3

Why Are We Doing This Event? How Planning and Purpose Can Make Trainings, Conferences, and Convenings Powerful and Effective

Do you host a training or bring members together for any reason? Do you hold events because “you always have?” In this session, we will create a tool for you to use to assess any event, training, or convening that you host to make sure that you are getting what you need from what you are paying for. The tool will be personalized to your state or local needs.

Speakers: Shelly Moore Krajacic and Robert Rodriguez

8:15am – 10:15am  LOP330  LOP  1,2

Professional Learning and Building Relationships with Early-Career Educators

In this interactive session, participants will learn professional learning strategies that will help them to build relationships with early-career educators, which will help the new educators to feel valued and willing to stay in the classroom. Using the NEA Leadership Competency Framework, participants will learn strategies which they will be able to take back to their affiliates and use for professional and leadership development and to build relationships with early-career educators.

Speaker: Rachael Poppe and Steve Lash

8:15am – 10:15am  LOP331  LOP  1,2

Starting a Revolution for Teacher Wellness and Social Emotional Learning

In this session, participants will learn about the Alabama Happy Teacher Revolution—a pilot group founded by educator Danna Thomas—which is addressing the departure of teachers from the classroom due to second-hand trauma, low wages, long work hours, moral distress, compassion fatigue and more. Session attendees will
experience a mini Happy Teacher Revolution support group meeting and receive mindfulness and social-emotional learning strategies that can be used with fellow educators and students. Session attendees will also receive information that will help them launch similar programs in their areas. Collaborative groups will use a graphic organizer to develop a basic plan for personal learning and professional practice, organizing and implementing opportunities for association members, and advocating for policies, funding and support on the local and state levels.

Speaker: Benita Moyers

8:15am – 10:15am LOP332 LOP 1,2 **Team-Building for all Educators**

In this session, participants will learn to engage others by highlighting strengths and overcoming weaknesses. Everyone will learn how to identify players on a team and learn communication strategies that promote team success.

Participants will engage in activities that require them to think critically and problem solve with each other. This session will engage any group that wants to fulfill its mission at a high level and leave an impact that can empower generations. Individuals at all levels of leadership who want to empower others at the local level will benefit from this session.

Speakers: Robert Powell and Adrian Vargas

8:15am – 10:15am LOP333 LOP 2,3 **Implementing Induction and Mentoring Programs to Confront Teacher Shortages**

Teacher turnover contributes to the teacher shortage problem. Strong induction programs support beginning educators and increase the likelihood they will make teaching a career. This session will highlight the key components of a comprehensive induction program and related bargaining approaches. The San Juan Teachers Association (California) will share their story.

Speakers: Andrea Giunta, Marcy Magid and Kate Pitrone

8:15am – 10:15am LOP334 LOP 1,2 **Building Sustainable Educator-Led Professional Opportunities**

This session will explore association-convened, educator-led professional initiatives created by two associations to elevate the voices of their members across the career continuum and create professional opportunities that build local capacity and promote student success. Locals will describe the journey toward creating educator-led professional development that improves learning for students and relevancy of association membership for educators.
Actual courses and products will be shared with participants, along with lessons learned by the members of the teams.

Speakers: Shannon Ramussen, Erin Rumpza, Emily Wojciechowicz, Shafeza Moonab and Barbara Hopkins

8:15am – 10:15am  LOP335  LOP  1,2  Supporting Your Students of Color

This session will feature Aspiring Educators of color who grew up in public K-12 classrooms. Session attendees will learn how to be a true ally for students of color as practitioners, and how to be an ally when racial issues arise in their lives, current events, and the media. This interactive session will offer participants suggestions, action plans, and virtual platforms to assist leaders of local and state associations with recruitment and retention of early-career educators.

Speaker: Tori Mitchell

8:15am – 10:15am  LOP336  LOP  2,3  Recruiting and Diversifying the Educator Workforce

This session will feature three state affiliates that have successfully developed partnerships and created program materials that address educator recruitment and diversity. The union partnerships have allowed the affiliates to address teacher shortages and lack of diversity in the workplace. Their work has focused on four pathways that include support for bringing ESPs into the teaching profession, leading high school students into the education profession, supporting alternatively certified and uncertified educators already in the classroom. The affiliates will share their materials and programs. Next, each affiliate will identify data, potential program focus, and potential partners and develop their own plan for implementation.

Speakers: Suzanne Harris, Jenni Benson, Barbara Hopkins and Tia Mills

8:15am – 10:15am  LOP337  LOP  2,3  Educators Educating Educators: Member Engagement and Advocacy

In this session, attendees will learn how to collaborate and how to support educator-driven professional development that benefits teachers and students through work that is being completed in California schools. The Instructional Leadership Corps (ILC) has built a network of accomplished classroom teachers, site leaders, administrators, and higher education professionals. The program has been implemented in rural or underserved areas. For more than five years, the ILC has served over 120,000 educators representing thousands of California public schools in at least 530 school districts.

Speakers: Phe Bach and Scottie Nguyen
Delegate to Develop Leaders and Prevent Burnout: Building a Sustainable Early-Career Educator Movement

This session, led by member ambassadors from Ohio’s New Educators (ONE), will help participants establish a plan to develop and diversify leadership in their early career educator (ECE) group by learning to delegate responsibilities to new leaders. After sharing how this strategy helped make ONE leadership more secure and effective, participants will identify which of their current responsibilities can be shared and delegated to new leadership, how to identify and train new leaders, and how the delegating ECE leader can use this experience to move on to the next step in their path as organizers for public education and the association.

Speakers: Colleen O’Connell and Morgan Steinbach

Engaging Early Educators in Union Work

Attend this session to learn about a three-year effort of one Minnesota local to engage early-career educators through the Early-Career Leadership Fellows (ECLF) program. Presenters will explain how to form an early-career team, build a sounding board of other early-career educators, set a LEAP (local engagement action plan) and engage in important union work. Attend this session and be inspired with examples of how ECLF has contributed to transformational change in a local and in a community, and how fellows continue to remain engaged following completion of the ECLF.

Speakers: Gina Keenan, Alyssa Nord and Shayna Kallor

The Unity in UniServ: Building an EA and ESP Year-Round Collaborative Organizing Program to Win!

This session will focus on sharing the strategic planning, organizational development tactics, and best practices from the planning and implementation of MEA’s 15A Coordinating Council EA and ESP year-round organizing project as communicated by local member-leaders participating on MEA’s organizing programs and working directly with UniServ District, state, and national level staff. By utilizing the “I do, we do, you do” learning theory, workshop participants will be engaged through direct modeling of best organizing practices, group discussion, and group planning to produce deliverables that would establish the infrastructures necessary to ensure that public education is student-centered and educator-led in their home locals and UniServ districts.

Speakers: Linda LaVictor, Jeff Culver, Kathryn Murphy, Mary McGee-Cullen, Caleigh Hunt and Antonio Castanon Luna
8:15am – 10:15am ORG344 ORG 1,2

Engaging Aspiring and New Educators in Our Locals

The next generation is here. Let's engage, collaborate, and lead together! Learn how to engage with aspiring and new educators. Discover things that inspire the next generation of unionists, and explore practical strategies you can take back to your locals and start implementing immediately. Don't miss out on this opportunity to connect with this generation of union leaders. In this session, attendees will identify key values that fuel the passions of the next generation of union leaders. We will also discuss real strategies for how to engage Aspiring Educators in NEA locals.

Speakers: Brittany Perreault and Rachel Immerman

8:15am – 10:15am ORG345 ORG 1,2

From Inaction to Impassioned: Twelve Steps to Build an Effective Organizing Plan

While well-organized plans feel like magic to people on the outside, the architects of those plans know that nothing happens by chance. This interactive session will engage participants in the 12 steps of building an effective organizing plan. Participants will experience a "war room" atmosphere as they work collaboratively—using researched and field-tested best practices—to build an effective, data-driven organizing plan. This session will help participants understand the 12 steps to building an effective organizing plan around any issue in their local association.

Speakers: Jaime Valente and Hannah Pawlak

8:15am – 10:15am ORG346 ORG 1

Using NEA Member Benefits to Organize: How to Engage, Educate, and Impact Members' Financial Health

Do you or educators you know struggle to make ends meet? Do you wonder if you will ever gain control of your finances on an educator’s salary? Is providing for your family so stressful you are not able to do your best work? Student loan debt stressing you out? NEA Member Benefits has a plethora of solutions that help members with these issues. Strong, effective leadership means that leaders are knowledge about NEA Member Benefits and have the competency to use the program as an organizing tool. With a focus on the Organizing domain, NEA Member Benefits will utilize the competency to frame and guide participants through an expanded view of organizing to be able to utilize everyday savings and financial tools to increase the value of belonging to the association. Your knowledge of how to access and utilize these benefits in your personal life, will empower you to engage others. Presenters will educate participants on how to use NEA MB to help recruit, retain, and engage members. This session is appropriate for members at various levels of leadership and stages.
of their careers. This session is interactive and you will need to bring an electronic device to participate.

Speakers: Teresa Muench and Kimberley Adams

8:15am – 10:15am SFH350 SFH 3  The Essential Strategic Plan

Learn to blend the association’s mission, vision, core values, and a SWOT analysis—an assessment of the association’s strengths, weaknesses, opportunities, and threats—into a strategic plan that supports the needs of members and the long-term financial health of the association.

Speaker: Gregory Brennick

8:15am – 10:15am SFH351 SFH 2  Using Bylaws, Policies and Reserves to Promote Fiscal Health

Learn why it is important to regularly review and update bylaws and association policies and establish reserves that will support the strategic plan and budget and the organization’s overall financial health.

Speakers: Brett Smith and Paula K. Purdy

8:15am – 10:15am SFH352 SFH 1  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.

Speaker: Bob Maleta

8:15am – 10:15am SFH353 SFH 1  Fiduciary Responsibilities and Association Policies to Support the Ethical Culture of Your Association

To be good stewards of the association’s financial resources and reputations, there are fiduciary responsibilities that all leaders are legally obligated to perform. In this session, participants will learn about the fiduciary responsibilities and explore how ethical conduct, the absence of conflict of interest, and the presence of whistleblower policies and an audit committee help to promote an ethical culture and deter fraud.

Speaker: Doug Taylor

8:15am – 10:15am SFH354 SFH 1  Understanding Financial Statements
Learn the fundamentals of what constitutes a set of financial statements, how they work and why they’re important. Learn key terminology for deciphering financial statements and key indicators of financial success, including areas for improvement.

Speaker: Jenny Yang

8:15am – 10:15am  SFH355  SFH  1

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

8:15am – 10:15am  BOD003  ORG  3

We’ve All Got issues: Pick One and ORGANIZE!

Do you have a community issue that is close to your heart? Have you noticed similarities or connections between that issue and your association work? This workshop will give you opportunities to make connections, and form an action plan. Your action plan will have the potential to create lasting partnerships, or even change legislation! NEA Board Members will use immigration and homelessness as examples, while navigating the process together. This session is only for members of the NEA Board of Directors.

Speakers: Enrique Farrera and Mel House