



ASPIRING
EDUCATORS
www.nea.org/student

Annual Report 2019-2020



NATIONAL EDUCATION ASSOCIATION

The National Education Association is the nation's largest professional employee organization, representing more than 3 million elementary and secondary teachers, higher education faculty, education support professionals, school administrators, retired educators and students preparing to become teachers.

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CENTER FOR ORGANIZING

Jim Testerman, Senior Director



**Education
Activism
Solidarity**

ABOUT US

AE PURPOSE/CORE VALUES

The mission of the NEA and Aspiring Educators (AE) Program is to advocate for education professionals and to unite our members and the nation in fulfilling the promise of public education to prepare every student to succeed in a diverse and interdependent world. Our core values focus on four key areas: educator quality, community engagement, political action, and social justice. Here are some examples of state and local projects relating to each core value.

EDUCATOR QUALITY includes projects involving preparation for professional practice, strengthening educator preparation programs, and support for career advancement. This year, many of our local, state, and national programs focused on providing members with opportunities to prepare for their career in various training and learning sessions face to face and even translating some training into a virtual environment.

■ **University of Central Florida (UCF)** immediately used the stay-at-home orders in March as an opportunity to organize virtually. The leaders provided

meaningful professional learning to members across the country, twice weekly for a month. Thank you to the leaders who helped to organize this incredible series of events for aspiring educators across the country. UCF was also one of the first to experience Zoom-bombing and later provided advice to other affiliates contemplating virtual events with security measures in place.

■ **Texas State Teachers Association** pulled together a virtual conference with a week's notice. Their leadership team and staff organizer were committed to adapting their original plans to a virtual environment. They held regional meetings, an awards ceremony, lots of professional development and a chapter training all for their members over the course of a weekend. Thank you to the Texas leaders and staff members who supported this event and helped make it so successful.



COMMUNITY ENGAGEMENT

includes projects involving partnership with P-12 public schools,

local organizations, and other community-based involvement.

■ **Student Florida Education Association** finished out the last day of their statewide conference renovating a middle school to make their empty halls and bathroom stalls a more inviting place for students. The Principal was in tears!

■ **Oklahoma Aspiring Educators Association** completed their annual Outreach to Teach Project in March. The weekend before stay-at-home orders began, the leadership team and staff members led participants through a complete elementary school renovation, including the playground, gymnasium, bathrooms, staff lounge, and school cafeteria.

POLITICAL ACTION is so important during our current socio-political landscape. This core value describes projects involving advocacy for policies, legislation, and political issues with an impact on education.

While it is easy to get lost in the hyperbole of politics, AE members demonstrated knowledge and commitment to advocating for strong public schools by talking to representatives, senators, governors, and education leaders.

■ **Northern Arizona University** Aspiring Educators organized their members all year, with a huge turnout at their Recruitment Event in January, where they hosted different union leaders empowering their members to unite and organize themselves to make our union stronger and advocate for public education. As a follow-up to that event, they brought members

to the state capitol to participate in Arizona's #InvestInEd Public Education Rally.

■ **Student Washington Education Association** hosted their first-ever statewide conference. All weekend, brand-new members participated in team building and professional development, and ended the weekend with a trip up to their state capitol with Aspiring Educators lobbying their legislators on public education.

■ **SVEA** Aspiring Educators participated in the state's #Red4Ed Rally in Richmond, Virginia, for the second year in a row. On a chilly day in January, students from Shenandoah University, Virginia State University, and Virginia Tech joined thousands of members from all over the Commonwealth to demand improvements to public education.

SOCIAL JUSTICE refers to a sustained and intentional focus on building a more just society by bringing inequality, discrimination, and oppression to light and helping traditionally marginalized groups gain access to opportunity.



- 11 chapters and states signed up to participate in a Social Justice Movie Night as a first step to understanding Social Justice. Thank you to Penn State Berks, University of Pittsburgh-Greensburg, Edinboro University of Pennsylvania, Penn State University Park, Northern Arizona University, Student Illinois Education Association, Castleton University, North Dakota State Program, Student Tennessee Education Association, Oklahoma Aspiring Educators Association, and Colorado State University-Pueblo.
- Student California Teachers Association, in 2018, added an association goal to dismantle White Supremacy Culture. As a continuation of their statewide goal, their fall event provided members with a simulation about immigration and deportation. Among the many learnings, this simulation exposed how the “privileged class,” though they were in the same room as the immigrants, were completely oblivious to the discrimination practices occurring at the border crossing. It was both enlightening and shocking to the participants. Members learned that you cannot just say you are an ally; you must be ever vigilant to see what is happening around you so that you may stop the perpetuation of White Supremacy Culture.

Montana, Nevada, New Mexico, Ohio, Rhode Island, South Carolina, Texas, Utah, Vermont, Virginia, Washington, and Wyoming.

- Alabama had the greatest membership increase among the affiliates this year by waiving dues for all Aspiring Educators. The AEA had conversations with every campus advisor to explain the change in dues and encourage campuses to take full advantage of not just the dues waiver, but engagement in the Association as well. By building a stronger relationship with the campus advisors, Alabama doubled their membership from 1,829 to 3,724.

MEMBERSHIP NUMBERS

Membership for Aspiring Educators is an annual uphill battle. Since most Aspiring Educators can only join for one year at a time, we have to build our membership every year from virtually nothing. As of August 10, 2020, the AE Program has recruited 48,078 members—1,599 more than were recruited in 2019. 24 state AE Programs contributed to our 2020 membership increase. Congratulations to Alabama, Arizona, Colorado, Delaware, Florida, Hawaii, Idaho, Kansas, Kentucky, Maryland, Michigan, Mississippi,



LEADERSHIP AND GOVERNANCE

AE CAUCUS

The purpose of the Aspiring Educators Caucus is to provide AE members with a place to collaborate, share concerns and ideas, and support our program. For the first time since the creation of the Aspiring Educators Caucus in 2016, the members organized and approved a constitution, bylaws, and standing rules. The Caucus elected their first set of Caucus Council leaders. This year the Caucus had a budget engagement with Secretary Treasurer Princess Moss where she was able to hear about the support and resources our states and chapters need. The Caucus also created a Chapter Toolkit Committee and a Recommendation Committee to see how NEA candidates' values align with Aspiring Educators.



EMAC

The Ethnic Minority Affairs Committee (EMAC) is made up of representatives from the Hispanic Caucus, Black Caucus, American Indian/Alaska Native Caucus, and the Asian/Pacific Islander Caucus. EMAC is charged with four strategic goals to tackle each year. They oversee the Conference on Racial/Social Justice and the Minority Leadership Trainings, and

work directly with the NEA officers on issues around racial/social justice. They also bring the concerns of ethnic minority members directly to NEA.

This was the second year in a row EMAC has maintained a mentee program for Aspiring Educators. With their collaboration, all EMAC mentees also serve as their Caucus Student Director and play a role in guiding the overall leadership.

NEA RA AND NEW BUSINESS ITEMS 2019

On average NEA Aspiring Educators has 100 delegates attend the NEA Representative Assembly (RA). Members of the AE Caucus worked to represent the program by developing and introducing New Business Items (NBI) on the RA floor.

NEW BUSINESS ITEM 120 **REFERRED TO THE APPROPRIATE COMMITTEE**

NEA will promote the #AspiringEdLife Week campaign to assist in the program and struggles that



educators are facing in their classrooms. Beginning in the spring of 2020, using existing communications resources, NEA will specifically call for clear efforts to demonstrate support for the #AspiringEdLife Week across various media platforms.

Rationale/Background: The #AspiringEdLife Week is an efficient way to promote the Aspiring Educators Program by providing opportunities to celebrate our career, expose its challenges, highlight how the union supports us, and allow us to take ownership of our profession.

Contact: Arianna Nelson - SD

Cost Implications: This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. It would cost an additional \$10,500.

NEW BUSINESS ITEM 122

ADOPTED

NEA will utilize existing resources to compile early career educator programs, communication platforms, and leadership programs and make them digitally available to all members. This will include national, state, regional, and local opportunities.

Rationale/Background: Aspiring Educators want to continue their union involvement when they enter the profession. Compiling this information for early careers will create new leaders at all levels of the union. Centralizing this information will remove any barriers.

Contact: Erin Githens - CA

Cost Implications: This item can be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget at no additional cost.

NEW BUSINESS ITEM 124

WITHDRAWN

NEA will utilize existing resources to evaluate the financial burden that Aspiring Educators face by participating in union leadership at the state and national level and publicize their finding.

NEW BUSINESS ITEM 138

REFERRED TO THE APPROPRIATE COMMITTEE

NEA will open the RA Child Care Center by the first day of the earliest starting pre-conference until the end of business on the last day of the RA.

Rationale/Background: Parents who either wish or need for their children to travel with them in order to participate in pre-conferences are unable to do so due to the lapse in the opening of childcare for the RA.

Contact: Cameo Kendrick - KY

Cost Implications: This item cannot be accomplished with current staff and resources under the proposed Modified 2019-2020 Strategic Plan and Budget. If passed, this NBI will be referred to the Annual Meeting Review Committee. It would cost an additional \$6,840.





RESOURCES

CREATE GRANTS

State Aspiring Educators (AE) organizations and campus chapters are eligible to apply for CREATE (Communities Redefining Education Advocacy Through Empowerment) Grants. These grants, ranging from \$1,000 to \$2,000, should strengthen the AE Program and build stronger partnerships. Grants should also have a primary focus in one of the areas aligned with AE Core Values:

EDUCATOR QUALITY - Projects involving preparation for professional practice, strengthening educator preparation programs, and/or support for career preparation and advancement

COMMUNITY ENGAGEMENT - Projects involving partnerships with P-12 schools, local organizations, and other community-based involvement

POLITICAL ACTION - Projects involving advocacy for policies, legislation, and political issues with an impact on education

SOCIAL JUSTICE - Projects involving social justice issues, activism, and/or that contribute to the development of Aspiring Educator knowledge, skills, and dispositions as culturally responsive educators

In the 2019-2020 membership year, 21 grants were distributed among 14 states.

- Arizona—Invest in Ed Initiative
- Florida—Growing Diversity in Education and Leadership
- Indiana—Outreach to Teach
- Michigan
 - Ferris—Establishing a New Chapter

- Wayne State—Establishing a New Chapter
- Lake Superior State—Establishing a New Chapter
- Statewide Trainers Cadre
- Michigan State—Outreach to Teach
- Mississippi—Organizing 5 Chapters
- North Carolina
 - Statewide Outreach to Teach
 - Wesleyan—Social Justice
- Ohio
 - Ohio State—Buck-I-SERV
 - Youngstown—Read Across America
- Oklahoma—Social and Racial Justice Symposium
- Pennsylvania—Outreach to Teach
- South Dakota, Dakota Wesleyan—Classroom Teachers Partnering with Aspiring Educators
- Tennessee
 - Tennessee State—Big Brothers Big Sisters
 - Statewide—Candidate to Classroom (licensure)
- Texas, University of Houston-Clear Lake—Self-Care Fair
- Utah—Franklin Mural Project
- Virginia—PAC Party

NEA TODAY FOR ASPIRING EDUCATORS

NEA Communications Department works with the Aspiring Educators Program and leadership to develop an annual magazine that focuses on college students in their preparator programs. The magazine not only highlights trends in education, but also uplifts actions taken by Aspiring Educators

in their state affiliates and on campus. In 2020, the magazine included a special insert that included a social justice poster on one side and a lesson plan on the reverse side. The magazine is mailed directly to members in the second semester of the membership year.

In addition to a print magazine, NEA Communications added a monthly e-newsletter that goes to every member. Two stories each month specifically highlighted something about AE members.

WRITING TEAMS

During the 2019-2020 membership year, the Teacher Quality and the Aspiring Educators Program focused on bringing together members, leaders, campus advisors, and state organizers at various times to help develop resources for state and chapter AE programs.

In July of 2019, a group of AE leaders and state organizers came together to brainstorm and develop content resources to assist with program development.

In October a set of campus advisors joined forces to update our previous advisors' handbook. In addition, a set of state organizers came together to update an old handbook and develop new organizing materials to share with all state affiliates.

STATE FUNDING (STATE REBATE)

As a way to offset the cost of running a state program, the NEA provides affiliates with a small funding grant. The grant amount for each state is calculated by a formula based on membership numbers as of March 15 each year. NEA provides \$3 for every member as of March 15, plus \$1,000 for every 1,000 members.

For example, a state that has 500 members would receive \$1,500, but a state that has 1,500 members would receive \$5500. The State Aspiring Ed Organizer has until May 15 to submit their request for these funds, followed by an approval by the State Executive Director. In 2020, 43 states submitted paperwork to receive the funding, and NEA has distributed a total of \$160,194 to the various state affiliates based on their membership count.

State affiliates use this funding in a variety of ways. Examples include (but not limited to):

- Fund attendees to the Aspiring Ed Conference in June
- Produce state-specific membership recruitment materials
- Provide mini chapter grants
- Offer state-level training/conferences
- Fund members to attend events hosted by outside organizations
- Purchase resources for organizing projects
- Fund statewide community projects like Outreach to Teach
- Purchase visibility/marketing items for recruitment such as pop-up stands, table covers, posters
- Purchase branded items such as pens, lapel pins, highlighters, pop-sockets for phones


NOTE: Some states leave the money



in the affiliate general budget because the state has already set aside money for the Aspiring Ed Program in the state budget.

ASPIRING ED REBATE

NEA provides an Aspiring Educator Rebate to first-time active Association members who previously held Aspiring Educator membership as a thank-you for continuing their membership in the NEA. A new teacher or support professional can receive \$20 for every year of Aspiring Educator membership (up to 4 years). New members must submit an application for this rebate during their first year as an active Association member thru May 1. NEA collects forms

 FY19-20 Student Rebates Processed					
Rebate Count by # of Rebate Years Processed (\$20 / YR)				Total # of Rebates	Total \$ Value of Rebates
@ \$20 (1Yr)	@ \$40 (2Yrs)	@ \$60 (3Yrs)	@ \$80 (4Yrs)		
93	46	42	37	218	9,180

via mail, email, and fax throughout the year. Over the summer NEA processes the information into the membership system and in August mails checks to everyone who qualifies for the rebate.

MONTHLY ORGANIZERS MEETINGS

Each month, the State Aspiring Ed Organizers meet via Zoom to share ideas with each other and receive updates on NEA programs related to Aspiring Educators. These meetings cover a variety of topics to help support the affiliates with developing a strong program in the state and on

campuses. Topics include:

- Membership updates
- CAEP (Council for Accreditation of Educator Preparation) as organizing opportunity
- Grants
- Identifying new advisors
- Supporting current advisors
- Organizing projects
- Professional development opportunities
- Leadership within AE Program
- Materials development
- Sample state resources
- Educators Rising
- and much more

CHAPTER TOOLKIT

This year, we had a group of leaders work on a chapter toolkit for leaders, advisors, organizers, and others to jumpstart or expand their chapter. The toolkit includes a deep history of the NEA Aspiring Educators Program, a sample constitution and bylaws, meeting agenda and slideshow, a communications guide, meeting preparation tips, and additional chapter resources. By engaging leaders from all over the country to develop this guide, it will be applicable to chapters of any size or structure. Thank you to the following leaders for their input: Brandy Alley (WA), Monica Isza (MI), Amy Lo (CA), Tevin Middleton (FL), Tori Mitchell (KS), Cole Myers (PA), Danielle Neal (MD), Robyn Roberson (VA), Dylan Toth (IL), Roman Trejo (IL), and Katie Vogt (WI). The toolkit will be available this fall on the NEA website.

AWARDS

Due to the Covid-19 shutdown at our campuses, the NEA-AE did not receive many submissions for our annual Awards Program. However, this doesn't mean that we can't celebrate our victories from this year! We recognized the Aspiring Educators of Wisconsin, University of Wisconsin-Whitewater Chapter with the Local Excellence Recognition Award. Through their multiple community service efforts, professional development events, continuous advocacy for social justice, and political action they demonstrated their commitment to becoming strong educators. Thanks to all who were involved in making this chapter a success.



ENGAGEMENTS

MINORITY AND WOMEN'S LEADERSHIP CONFERENCE

In past years, NEA sponsored a team of Aspiring Educators to attend the two regional conferences. This year, affiliates were encouraged to send AE members with their state delegation. Though AE participation was lower than past years, college members were a vital part of each training.

Side note: Some leaders missed out on attending the NEA Leadership Summit that was scheduled to be in Orlando, Florida, in mid-March due to the conference cancellation.

ANNUAL ORGANIZERS MEETING

In January, 45 state Aspiring Ed Organizers from 41 state affiliates met for our annual meeting. The planning for the meeting is a collaboration between



a small team of the state organizers and NEA staff. This year's meeting included:

- Networking
- Breakout sessions provided by organizers in affiliates with proven results
- Updates from NEA, including an update from Tom Israel and Andy Coons regarding Educators Rising
- Report on the governance activities of AE programs from Rachel Immerman

- Resource development
- Facilitated discussion about how we fared last year and how to move forward
- Recognition of the Florida Red for Ed rally that took place during our meeting

Most of the state organizers do this work in isolation in their affiliates. With no one else in state who understands the unique nature of recruitment and engagement of AE members, this meeting is the only opportunity each year for staff to spend quality time listening, learning, and leading each other in the work.

JOINT LEADERSHIP & ORGANIZERS MEETING

In August, we hosted the first-ever combined State Leader-State Organizer Convening. This gathering included:

- State teambuilding
- Planning time
- Leadership development
- Specific role alike sessions
- Racial and social justice awareness
- Communications training

This time together provided a unique network of support that would last throughout the year and across state lines for leaders and organizers. A total of 84 participants representing 35 states attended the convening.





NEA ASPIRING EDUCATORS

LET'S TALK SELF-CARE

Self-Care is important for educators, leaders, and college students. Join us to learn about self-care strategies from trauma expert Ms. Jen Alexander.

JOIN FROM A PC, MAC, IPAD, IPHONE OR ANDROID DEVICE:
WWW.TINY.CC/SELFCAREZOOM

Or join by phone:
Dial: 646-876-9925
Webinar ID: 745 025 368

@NEAAspiringEd
 NEA Aspiring Educators

For more updates on Aspiring Educator opportunities, join our Facebook Group: NEA Aspiring Educators and follow us on Instagram: @NEAAspiringEd

MONTHLY ZOOM MEETINGS

Throughout the year, state and chapter leaders joined together each month over zoom to share ideas, best practices, and immediately applicable resources for their programs. In addition, the AE Program

began holding all-member calls to connect with members outside of leadership. The first all-member call included a virtual budget discussion with NEA Secretary Treasurer Princess Moss, where members had the opportunity to provide input on NEA's strategic framework and budget. Another all-member call hosted nationally recognized trauma expert, Dr. Jen Alexander, who talked about educator and leader self-care.

SPRING VIRTUAL EVENTS

The NEA Aspiring Educators Program hosted a variety of virtual events in the spring of 2020 that focused on professional learning, self-care, social and racial justice, and networking. "When news

of Covid-19 first started hitting the states, I'll admit, I was a little lost and feeling disconnected—but the support I found from this program gave me direction in a time when the world pulled our paths and mixed up the signs."

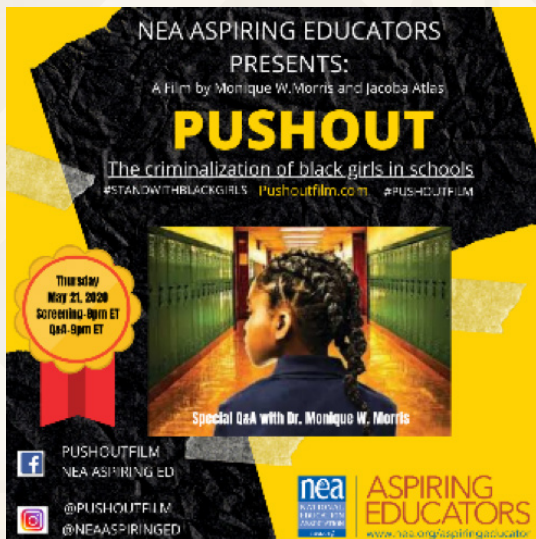
Kaitlyn Montcrieff, president, Student Florida Education Association.

Aspiring Educators Program hosted a series of 8 events over a span of 2 months, with a total registration of 1,581 members and potential members.

- Film Screening and Chat: viewing of the film *Hair Love* followed by a discussion with author, Matthew A. Cherry—49 registrants

Link to *Hair Love* chat: <https://www.youtube.com/watch?v=D3ZNIVhKg2k>

- Trivia Night: three rounds of trivia on Zoom via Kahoot!—49 registrants
- New Educator Panel: open discussion with four former AE members now in the classroom—135 registrants





- Zumba: an hour-long class full of songs, smiles, and sweat conducted by Brittany Jones, certified Zumba instructor and Aspiring Ed alum from Virginia—135 registrants
- Game Night: virtual breakout rooms with a variety of games—81 registrants
- Movie Night: presentation of the film *Freedom Writers* with an introduction from the original teacher featured in the movie, Erin Gruwell—429 registrants
- Movie Night: viewing of the film and chat with the author of “Pushout” Monique W. Morris—423 registrants
- Graduation Ceremony: virtual graduation for our members graduating this year, with commencement messages from NEA President Lily Eskelsen-Garcia, Representative Katie Porter, and Senator (now VP-elect) Kamala Harris—280 registrants

Link to graduation ceremony: https://www.facebook.com/aspiringedchair/videos/904085136703335/?hc_ref=ART-8dVv-bovrEnPjROiTLqsmYz6F3H9uWRDlpZH-sY1pS7IR_vEjKN6Z4G2ZzSpINexo&fref=gs&d-ti=572017856583080&hc_location=group

ASPIRING ED LIFE

As part of our virtual events in April, NEA AE celebrated the second annual “A Week in the Life,” also known as #AspiringEdLife. During this week-long virtual engagement, AE members filled social media with stories, pictures, and love of the Aspiring Educators Program. Each day had a different theme:

- #WhyIJoinEd
- #ResourceRoundUp
- #PowerOfEd
- #EdSelfCare
- #UnionFam

SOCIAL JUSTICE MOVIE NIGHTS

In the fall of 2019, the NEA Aspiring Ed Program developed a recruitment plan for chapters that included:

- Creating an event around our newest core value: Social Justice
- Using an event as a way to recruit members

Join us for #AspiringEdLife
A FULL MONTH OF VIRTUAL ENGAGEMENT & ACTIVITIES

[Register Here!](#)
Space is limited - sign up today!

WEEK 1
Let's Talk Self Love
Thursday
April 9th
8 PM ET/5 PM PT
Watch the short film, *Hair Love*, plus join an exclusive discussion with the Film Director, *Matthew A. Cherry*. Stay tuned! The recording will be shared here.
#AspiringEdLife CHALLENGE:
Share your journey of self-love on social media. How can you share love in your personal and professional career? Who helped you on your journey? What does self-love mean to you?

WEEK 2
Game Night
Wednesday
April 15th
8 PM ET/5 PM PT
Put those trivia skills to the test! Join us for an Educators Game Night.
#AspiringEdLife CHALLENGE:
Share what you're doing for fun these days. How are you making the most of each day? What fun things do you hope to bring to your future students?

WEEK 3
A Week In The Life of Aspiring Educators
MONDAY April 20th **TUESDAY** April 21st **WEDNESDAY** April 22nd **THURSDAY** April 23rd **FRIDAY** April 24th
#WhyIJoinEd **#ResourceRoundUp** **#PowerOfEd** **#EdSelfCare** **#UnionFam**
New Educator Panel 9 PM ET/6 PM PT
Zumba Session 8 PM ET/5 PM PT
#AspiringEdLife CHALLENGE:
A full week of social media engagement. Post every day! Use daily hashtags, plus join us Tuesday and Thursday for special events!
VIEW THE CULMINATING VIDEO HERE!

WEEK 4
Movie Night
Friday
May 1st
9 PM ET/6 PM PT
Pop some popcorn and watch *Freedom Writers* with friends and the teacher who inspired it all, Erin Gruwell. Take a break and relax, you deserve it!
#AspiringEdLife CHALLENGE:
Share your favorite education movie of all time. Was there a book or movie that helped you fall in love with education? What kind of literature/media do you hope to share with students?

Looking for other virtual professional learning opportunities? Click here!



Groove with us as we practice Self Care by dancing and exercising with Zumba!

THINGS YOU WILL NEED:
Open Floor Space
Water Bottle
Tennis Shoes (if not on carpet)



In addition, many states held virtual events for their members in this time of crisis. Special shout-out to Arizona, California, Delaware, Florida, Kansas, Kentucky, Maryland, Michigan, New Jersey, Ohio, Pennsylvania, Tennessee, Texas, Utah, Virginia, Wisconsin, and countless individual chapters across the country.

Typically, chapters are good at holding events and good at recruiting members, but all too often those activities are done in isolation instead of in conjunction. An organizing plan was drafted to help chapters realize how to connect events to recruitment. In addition, these events helped chapters delve into

As a result, a combination of 11 chapters and state affiliates signed up to conduct a social justice movie night. From Arizona to Colorado to Virginia, social justice movie nights were implemented. Pennsylvania took it a step further.

The PSEA Student Program board decided to make it a goal for every region in PA to host a social justice movie night using the NEA Aspiring Ed organizing plan. As a result, PA has hosted more social justice movie nights than any other affiliate. Events took place at Penn State University Park, Edinboro University, University of Pittsburgh-Greensburg, and Penn State Berks. Edinboro had an incredibly successful event showing the film Gender Revolution. They had 62 students attend the event. Several professors offered extra credit for students who attended the movie night. Some professors were so impressed with the chapter's topic they also screened the film in their class and held discussions. Though the event itself did not generate more members, the chapter noted an increase in the number of members who have become actively engaged in the chapter.

"In regards to the North West PA Region Conference for PSEA, our keynote speaker, Dr. Ashley Sullivan, spoke about transgender children in the classroom. Her presentation was an excellent next step after watching Gender Revolution. Some of our members, even the more recently active members, said the movie was very helpful in building foundational knowledge on the topic of gender fluidity and helped them to understand and appreciate the keynote speaker's presentation."

McKenzie Ashbaugh, Student PSEA-PACE & APEX Chair



the topic of social justice. Though social justice was added as a core value of the AE program in 2017, there had not been anything specific offered to chapters on how to implement social justice into the chapter program.

May 30, 2020

Student CTA issues statement about #BlackLivesMatter

The murder of George Floyd is not an anomaly in the context of violence against people of color. The most public media-driven victims of violence include, but are not limited to, Breonna Taylor, Tony McDade, and Ahmaud Arbery. It's unconscionable for not only the police, but also citizens to murder people of color with impunity. Police brutality has been a reality since the creation of law enforcement. The police and the justice system have shirked their duties to protect the citizens of the United States. It should not take the presence of danger for the police to protect citizens and take action. Everyone deserves to be protected by the police.

In this year alone, there have been over 100 civilians who have been shot, 31 of whom were Black, as of March 30, 2020. In 2018, there were 1,143 fatal police shootings, and in 2019 this figure increased to 1,099.¹ These statistics fail to mention the thousands of families and friends who needlessly lost a loved one. Student CTA stands in solidarity with the families that were left behind in the wake of these senseless killings. There has been and continues to be little to no justice for these families. The lack of reform deliberately encourages these tragedies.

Student CTA stands in solidarity with the #BlackLivesMatter movement in schools and our communities. Across multiple platforms, we have seen the response for "All Lives Matter" and "Blue Lives Matters" which we do not condone or accept. These statements/countermovements are a form of gaslighting that minimizes the oppression that Black individuals face in the United States every day. It invalidates and erases hundreds of years of oppression and systematic racism that continues to happen today.

These statements/countermovements represent a form of intentional colorblind racism spawned from white fragility and bolstered by white terrorism. They refuse to acknowledge that the United States does not value all lives in the same way. In unity with the Student CTA mission statement, we will call out behaviors that continue to support White Supremacy Culture such as these statements/countermovements. Black lives matter.

Police violence is not exclusively an issue that pertains to the streets, but in our education systems as well. The legacy of white supremacy has tainted the curriculum in such a way to uphold this system of violence.

Therefore, Student CTA calls upon our members and communities to demand structural change such as:

- Stopping police terrorism in communities of color
- Criminalize deadly force/ police brutality
- Stop militarization of policing

¹ <https://mappingpoliceviolence.org/aboutthedata>

- Consistent de-escalation and anti-racist training
- Student CTA members and Community College Association (CCA) to reach out to their Associated Student Government for a call for null and void their contracts with police departments and campus safety
- CTA members to push for a null and void of School Resource Officers (SRO) and policing on their sites.
- Petition to reallocate police liability insurance funds to cover victims' family legal and medical expenses, and affected communities mental health resources
- Create alternatives to zero-tolerance policies that utilize mental health professionals and end the school-to-prison pipeline
- Mandate Black Lives Matter training and curriculum in schools for teachers and students

Police have no reason to use force or arrest those involved in protesting and other actions in response to the murder of George Floyd. In this time, we ask all of you to continue the dialogue surrounding this incident in a respectful manner that does not devalue while holding ourselves accountable. In addition, we encourage people to learn about protest as a legitimate response to oppression. The media is complicit in racism in the ways it portrays riots and protests from people of color. In the following days, Student CTA will collaborate with our members to create a campaign for #BlackLivesMatter.

Signed,
Student California Teachers Association

Follow us on Instagram and Facebook: @StudentCTA

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¹ <https://mappingpoliceviolence.org/aboutthedata>

BLACK LIVES MATTER

In the midst of a global pandemic and in the name of George Floyd, Breonna Taylor, Ahmaud Arbery, Elijah McClain, Tony McDade, Nina Pop, and too many others, Aspiring Educators marched; you rallied; you stood up not only for yourselves, your friends and family, but for your future students. Our Aspiring Ed Programs in California, Florida, Illinois, Michigan, Pennsylvania, Tennessee, Virginia, Wisconsin, and others used their organizational power to put out statements, host virtual events, or organize members virtually to support the Black Lives Matter Movement.

On May 29, the Aspiring Educators were conducting their first-ever graduation celebration online, but, just a few days before the event, the brutal murder of George Floyd at the hands of police in Minneapolis rocked our country. Before we could focus on the accomplishments of our members, Chairperson, Rachel Immerman, addressed our members on Facebook and Instagram to recognize the tragedy and support the Black Lives Matter movement. <https://www.facebook.com/100013055714510/videos/903928576718991/>

Learn Love Teach

A Professional Organization for Aspiring Educators!

June 2, 2020

To our fierce, courageous, and brave members, please know that Student FEA is here to support you through all your endeavors! Over the past few months, it seemed as if 2020 was a crazy wild dream, that we can't wake up from. However, these moments are our reality.

The death of George Floyd in Minneapolis, Minnesota, is yet another of the latest tragedies in our nation but not nearly the first of its kind. We as people are outraged, we as college students are outraged, we as a union are outraged, we as a nation are outraged! Still in 2020, your skin color still influences your social mobility and vitality even more so than where you were educated, live, or work. In America, it is still far too easy for those with privilege and prejudice to undo the hard-earned successes of others, particularly in communities of color. Individual and institutional racism is still our tragic reality. We must do better.

As Aspiring Educators, we have taken the charge to be the voice of our students and our profession. There is no doubt that when we enter the classroom, we are going to have black and brown children that we are going to teach, guide, nurture, and matriculate through their academic careers. Let's commit to repairing broken systems that serve to create mistrust in government and law enforcement. Let's resolve to make equitable and fair the distribution of justice. Let's pledge to reconcile our struggles between who we are and who we strive to become as individuals and as educators.

Going forward, the Student Florida Education Association, under the leadership of the Florida Education Association, National Education Association, and the American Federation of Teachers, **will NOT be complicit, silent, nor inactive when it comes to making sure the civil rights and liberties of ALL of our members are protected.** None of us is immune. We must stand to change the systems we have created. We must continue to empower and support each other – family, colleagues, students, and neighbors – to change the world by voting, and by making equity and inclusion accessible everywhere. We must think about our shared humanity in more enlightened ways, because quite frankly, black lives must matter if we are to ever realize the full potential of our shared community!

"Racism is not getting worse, it's getting filmed," said Will Smith. We must recognize and respect the dignity and humanity in each of us. We must fix what has been broken in our communities across this nation for decades. I hope you will stand with me in solidarity that this is the last time we must remind our nation that Black Lives Matter! **Join us this Thursday, at 2pm on Facebook @StudentFEA for 8 minutes and 46 seconds of remembrance.** #BlackLivesMatter.

Respectfully,

Jarius R. Williams, President
Student Florida Education Association

ASPIRING EDUCATORS CONFERENCE

Like most of the NEA activities in 2020, NEA AE conducted the first virtual Aspiring Educators Conference (AEC), June 28-July 1, 2020. 246 were registered, with participation averaging 165. The conference agenda was spread out over 4 days, with the majority of the content on days 2 and 3. The agenda included Professional Development, Self-Care (meditation, walking, Zumba, and more), Incoming State Presidents Discussion, Union Communities (small groups of 10 to build community throughout conference), 2020 Presidential Election, AE Candidate Rooms, General Sessions, and an After-Hours PAC Game Night. With the assistance of our AE leaders and NEA staff, the conference was a huge success. The program received up to 72 respondents to the conference evaluations. Below is a summary of the evaluations results—each score listed is an average of all those who responded:

- Professional Development Sessions: 4.75 out of 5
- Self-Care Sessions: 5.33 out of 6
- Incoming State Presidents: 5.67 out of 6
- Union Communities: 5 out of 6
- Amplifying Voices (2020 Election): 5.24 out of 6
- AE Candidate Rooms: 5.25 out of 6
- General Sessions: 4.81 out of 6
- After-Hours PAC: 5.47 out of 6

Finally, one of the most impressive parts of the conference was a video self-produced by the AE leaders to kick off the conference: https://www.youtube.com/watch?v=VaStfvqllloE.vEjK6Z4G-2ZzSpINexo&fref=gs&dti=572017856583080&hc_location=group



WE WORK IN TEAMS

2020 ASPIRING EDUCATOR CONFERENCE PLANNING COMMITTEE

- Robert Rodriguez, Committee Chairperson
- Adrienne Bowden, Ohio
- Rudolph Burruss, Pennsylvania
- Cliff Fukuda, Hawaii
- Rachel Immerman, NEA AE Chairperson
- Amber Ingram, New Jersey
- Cameo Kendrick, Kentucky
- Mindy Lynn Layton, Utah
- Alex Toay, Illinois

ASPIRING EDUCATORS LEADERSHIP TEAM

2019-2020 NEA Aspiring Educators Program Leadership Team included the NEA AE Chairperson, the NEA Advisory Committee on Aspiring Educators, the NEA AE Board of Directors, the NEA Resolutions Committee representatives, and the Aspiring Educators Caucus leadership.

- **Chairperson:** Rachel Immerman
- **Advisory Committee:** Jessica Bailey, Amy Lo, Tevin Middleton, Kaitlyn Montcrieff, Arianna Nelson, Brittany Perreault, Heydi Quintalla, Dylan Toth, and Roman Trejo
- **AE Caucus:** Emily Bailey, Morgan Brown, Caitlin Foley, Tommy Krause, Tori Mitchell, Monica Smith
- **Ethnic Minority Affairs Committee:** Ryan Choi
- **NEA Board Members:** Amber Ingram, Cameo Kendrick and Alex Toay
- **Resolutions Committee:** Brandy Alley, Katie Grant, Spencer Tenney
- **Sexual Orientation and Gender Identity Committee:** Paula Randolph
- **Women's Issues Committee:** Nancy Melendez

ASPIRING EDUCATORS STAFF

- Andrea Prejean, Director, Center for Great Public Schools
- Lisa Nentl-Bloom, Director State Affiliate Relations/ Executive Director, NCSEA (2019)
- Maralyn O'Brien, Interim Associate Director, Center for Organizing (2020)
- Kimberly Anderson, Center for Organizing
- Celeste Busser, Center for Communications
- Ann Coffman, Center for Great Public Schools
- Branita Griffin Henson, Center for Great Public Schools
- Sonia Jasso Yilmaz, Center for Great Public Schools
- May Montgomery-Robinson, Center for Organizing
- Michael Parker, Center for Communications
- Tyrone Terry, Center for Great Public Schools
- Blake West, Center for Great Public Schools

NEW STATE ASPIRING ED ORGANIZERS

Having a consistent organizer assigned for to Aspiring Educators for extended periods of time (5-10 years or more) can stabilize and grow membership. Unfortunately, affiliates don't always have this luxury due to rapid changes in affiliate priorities, crises, and employment. On average, we see a change in organizer in 10 states per membership year. When a new organizer is assigned in a state affiliate, the NEA organizer will meet one on one with the new staff person for a 2-day orientation. The first day of the orientation is focused on learning the NEA structure and resources available to the affiliates. The second day of the orientation is focused on mapping out the state structure, opportunities for engagement, and writing

an organizing plan to help the new staff person build a program in alignment with their other work and the state priorities.

In the 2019-2020 membership year we welcomed new organizers in eight affiliates: Alabama, Arizona, Florida, Idaho, Iowa, Michigan, South Carolina, and Tennessee.

THANK YOU

It has been a busy year for the Aspiring Educators Program. From in-person to Zoom, from leader calls to NBIs, from local chapter to state programs to national engagements—the accomplishments of the NEA AE has made the Association a great place for all of our members and will be felt for years to come.

From the entire NEA Aspiring Educators Program: Congratulations on all that has been achieved this year!



