



Advocacy Domain

ADV 100 AAPI History: Perseverance and Resilience in the Face of Adversity
Level 1: Foundational, Level 2: Mobilizing and Power Building

Asian Americans are often overlooked in discussions about racial bias in the U.S., and fall victim to a unique set of stereotypes, including the “Myth of the Model Minority,” that renders the AAPI community invisible in public discourse about race and prejudice in America. This deep-dive into institutional and systemic bias against the Asian diaspora from the lens of a cross-cultural perspective will help educators and association leaders promote best practices of diversity, equity, inclusion and belonging in their educational communities. This diversity workshop will help disrupt, debunk and dismantle erroneous stereotypes about the Asian American community, and explore their impact on perpetuating implicit bias in our classrooms and in society. An overview of Asian immigrant groups will provide historical context to enhance empathy and awareness of the Asian American Pacific Islander experience in America. This cultural competency training will be co-led by two experienced facilitators with participant engagement and discussion about the AAPI community, which is not monolithic, but rich in cultural diversity with more than 30 ethnic sub-groups.

Our country faced a Twin Pandemic with the intersection of COVID-19 and the alarming rise in anti-Asian hate, xenophobic rhetoric, and violent crimes against Asian Americans. To mitigate the harmful impact inflicted on those communities, Illinois was the first State to mandate that AAPI history be taught in all k-12 public schools starting the 2022-2023 academic year. Other states have followed the clarion call to pass and implement similar legislation. This session will provide a toolkit, helping educators access and navigate free, online resources (including Scope and Sequence curriculum guides that provide ready-made lesson plans that are embedded in live links offered on numerous AAPI sites).

Presenters: Linda Matsumoto and Donald Kimura

ADV 101 Bargaining for the Common Good
Level 1: Foundational, Level 2: Mobilizing and Power Building

Across the country, local NEA affiliates and other public sector unions are rethinking collective bargaining campaigns and worker advocacy. During this session, participants will learn about some of the innovative and exciting ways that unions are using new strategies and tactics to build power and fight for the profession educators deserve and the schools our students deserve. This includes grassroots, member-driven organizing, open and transparent bargaining, and community engagement through strategies such as “Bargaining for the Common Good.”

Presenter: Brian Beallor

ADV 102 Advocating for Teaching Honest History: What Educators Can Do
Level 1: Foundational, Level 2: Mobilizing and Power Building

In this moment of book bans and curricular censorship, honest history education is the particular target of attacks aimed at limiting what students have access to in school. This workshop will begin by providing educators with an opportunity to connect to each other by listening and conversing about their experiences with pushback around teaching honest histories. Then, participants will learn about Learning for Justice’s resources on what we all can do to advocate for honest history, regardless of our role within the educational ecosystem. Particular attention will be given to classroom practices and to identifying what tools have worked in success stories. Finally, participants will have the opportunity to create an action plan for advocacy in their community by drawing from the experiences of other participants and Learning for Justice’s research, adding to a coalition of communities across the country.

Presenter: Sarah-SoonLing Blackburn

ADV 103 Attacks on Public Education: Converting Threats into Opportunities
Level 1: Foundational, Level 2: Mobilizing and Power Building

By the end of the session, participants will understand the what, why, and who of the players behind recent attacks on public education, including thinly veiled anti-Critical Race Theory, book bans, and anti-LGBTQ+ laws and proposals. We will help connect the dots between current manufactured challenges and the motives behind their efforts to undermine public education. Participants will understand how to deploy their “superpower” to counter the opposition's messages and tactics, including how to use the student-centered NEA message framework to convert threats into opportunities, leveraging the work of NEA since these attacks on honesty in education began.

Presenters: Miguel Gonzalez and Susan Nogan

ADV 104 Community School Teacher Leads: Advocating for Students and Community
Level 1: Foundational, Level 2: Mobilizing and Power Building

In 2022, the Anaheim Union High School District received \$22,325,000 to implement the community school model at 13 of our 20 comprehensive school sites. As an organization, the Anaheim Secondary Teachers Association (ASTA) utilized an NEA grant to build a steering committee made up of students, teachers, parents, community activists and district personnel tasked to create a model that will provide not only integrated student support and community engagement, but shared leadership among educational partners and meaningful classroom instruction through a racial and social justice lens. This session will take you through the process of developing the model, as well as provide participants with school board resolutions, job descriptions and training materials that ASTA developed on this journey. ASTA local president, organizer, and a site teacher lead will discuss successes, obstacles, and paths forward whether your local has support of the local school board and administration or not. ASTA’s participation in NEA’s Midwest Institute for two years provided the resources and support that have begun a transformation of public education in Anaheim. We would like to support other locals as we look to make every school a center of democracy in its community.

Presenters: Geoff Morganstern, Grant Schuster and Jemma Rodriguez

ADV 106 Do You See Us? Combatting the Invisibility of AAPI Colleagues and Students
Level 1: Foundational, Level 2: Mobilizing and Power Building

Participants will explore strategies and engage in conversations around supporting Asian American and Pacific Islander members.

Participants will explore a range of topics, including:

- Who are AAPI educators and students?
- What do you know about their needs?
- What challenges are AAPI educators and students facing?
- Do you know how to pronounce AAPI names?

We will share strategies, tools, and resources on how to create learning spaces for AAPI students and educators, such as The Asian American Educator Mentorship Program (a three-part approach to recruit, engage, and retain AAPI Educators), community mapping to identify AAPI members and community partnerships, breaking down stereotypes of AAPI members, microaggressions faced by AAPI members, and fighting for legislation that supports AAPI curriculum and ethnic studies, in order to retain educators of color in the profession. Using the leadership competencies as a framework, participants will explore how they can lead on these issues and create an action plan to validate and empower AAPI students and educators, so they know they are seen and heard in their schools.

Presenters: Wafa Safi-Hassan, Ambereen Khan-Baker, Linday Peifer and Phitsamay S. Uy

ADV 107 Educators as Advocacy Champions: Federal Lobbying and Local Advocacy
Level 1: Foundational, Level 2: Mobilizing and Power Building

Educators have power. Immense power. And we need to use it to move members of Congress to do the right thing for our students, ourselves, and our communities. How? By lobbying. Lobbying is not a dirty word. It's a necessary action to make sure that our elected officials know what they need to make better and smarter decisions that impact our profession, our students and our schools. No one knows better what educators and students need than you. Conveying that effectively to elected officials at local, state and federal levels is a must.

Your government relations team in Washington, DC is one key piece in doing that. But you and your colleagues are essential to any and all victories. So how do you advocate effectively? How do you feel more comfortable lobbying officials and staff?

Attend this session and learn the tricks of the trade, share your strategies, and feel more empowered to become a proven advocate in your own right. Join NEA Government Relations leaders and a local educator for this engaging workshop.

Presenters: Reed Bretz, Marg Egan, and Kimberly Trinca

ADV 108 Leveraging Real School Integration for Pandemic Recovery
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

Between the pandemic and the crisis-signaling that occurred with the release of NAEP scores, everyone is panicking about how to best help students “catch up.” But if we really want to support learning GAINS and ACCELERATION (not just learning recovery), we need to advance policies and practices that ensure equitable opportunities for students AND offer them safe, fun, engaging school communities where they can grow, thrive, and fall in love with learning. The policies and practices that will help us construct the learning environments our students deserve are well-aligned to those that will help authentically desegregate our nation’s schools.

During this session, participants will review some of the common language used to discuss students’ and schools’ needs in the wake of the global pandemic. We will explore the connection between student achievement and school diversity and examine how students’ needs have changed since the onset of the pandemic. We will also discuss the importance of placing the onus on schools and leaders—rather than students and educators—to accelerate the closing of gaps by ensuring equitable opportunities for all students. Participants will leave with a set of common indicators that can be used to examine and support real integration and student learning. Participants will also learn about NEA’s partnership with the National Coalition on School Diversity and gain knowledge of how to access and leverage the knowledge and resources of this organization, including research briefs and other materials, to support their advocacy on this complex but critically important issue area.

<https://www.instagram.com/reel/CkIpW5NAxGC/?igshid=YmMyMTA2M2Y=>

Presenters: Gina Chirichigno and Christine DonFrancesco



Communication Domain

COM 100 Building Member Loyalty
Level 1: Foundational, Level 2: Mobilizing and Power Building

The Building Member Loyalty training addresses three of the NEA Leadership Competencies—Advocacy, Communication, and Organizing.

This training demonstrates to local presidents and leaders how to create more loyal members by strengthening the link between educators and the NEA/state affiliate/local brand(s).

A loyal member is an educator who sees the value of the union far outweighing the cost of membership. And more importantly, a loyal member is a member who will actively work to advance the union’s agenda.

This training meets the Advocacy competency because stronger members create stronger locals, and stronger locals create stronger state affiliates, and stronger state affiliates lead to a stronger NEA. Strengthening the union at all levels puts us in a much better position to advocate for students, educators, and public schools. It also puts us, as a union, in a better position to advance racial and social justice in our schools and communities.

It meets the Communication competency because the training demonstrates a strategy that leads to systemic, consistent communication with members about the union’s mission, core values, etc. It uses these elements to communicate a values proposition to members.

It meets the Organizing competency because helping locals create a loyal membership base leads to the recruitment of new members and the retention of current members. It also protects our membership base from competing organizations.

Presenter: Brian Washington

COM 101 Conquer Your Glossophobia (Fear of Public Speaking)
Level 1: Foundational, Level 2: Mobilizing and Power Building

Does speaking in public send you into a panic? This session will help you master the fundamentals of being a great public speaker or presenter. Designed for beginners or those looking to polish their speaking and presentation skills, this session will help you build your confidence as a speaker, defeat the “umms,” and feel more confident speaking in front of in-person and virtual audiences.

Presenter: Ramona Oliver

COM 102 Growing a Member-Led Podcast
Level 1: Foundational, Level 2: Mobilizing and Power Building

Want to amplify member voices and reach educators across your state? Consider a podcast! This learning design allows educators to discuss ideas and issues and is a low-commitment way for members to connect to their union. Join this session to hear about Oregon Education Association’s (OEA) experience planning and implementing a member-led podcast, including technical details, successes, and challenges.

This session will demystify the process of creating and managing a member-led podcast and highlight the unique features of this engagement and communication tool. In the fall of 2021, OEA had collected both formal and anecdotal data to confirm what we already knew: Educators were tired, overwhelmed, and many had limited capacity to engage in professional learning. However, educators' interest in key issues of professional practice persisted.

In response, we created a member-led podcast. We envisioned an interview model with different member hosts for each season and diverse episode guests sharing their expertise. We wanted to keep episodes short, timely, and interesting. OEA staff provided the technical, design, and organizational framework and management to truly amplify member voices. In February 2022, we launched the first season of *OEA Grow*, focusing on wellness. As of November 2022, we have aired five seasons, and our weekly podcast has nearly 5000 downloads and streams. Each season has a unique member host and we have featured more than 50 OEA members as guests.

Presenters: Peter Bauer and Kim Read

COM 103 Identifying and Countering Online Disinformation

Level 1: Foundational, Level 2: Mobilizing and Power Building

This session will be a discussion on how to identify and counter online disinformation targeted against public education, our members, and our elected champions. It is designed to be both training and facilitated conversation rather than a traditional presentation.

This training will address the Communication and Organizing competency domains. It will teach member leaders how to identify disinformation communication strategies deployed by anti-public education activists and facilitate a discussion on ways to organize Local Education Agency's (LEA) and personal networks to counter harmful messages effectively and begin driving the online public education narrative.

Our session will help fulfill NEA's strategic objective of "Strengthen Public Education as the Cornerstone of Democracy" by teaching member leaders how educators have a unique voice/role in fighting online disinformation, a growing threat to our democracy. It also fulfills the "Enhance Professional and Organizational Regard" strategic objective, since much of the effective counter-messaging we will discuss focuses on promoting the positive impact public schools and educators have on their communities.

Level 1 & 2 members will benefit the most from this training, which will provide a succinct but comprehensive view of the current disinformation landscape. Level 2 members will also have a chance to learn and discuss how they can bring these lessons back to their LEA and begin teaching others ways to counter disinformation.

Discussion topics will include:

- The current online disinformation landscape
- Anti-education rhetoric, its role in disinformation, and when to respond
- Effective strategies employed by state affiliates to counter disinformation and regain control of the narrative
- How members can work together to effectively push pro-public education messages online

Presenters: Michael Cassesso and Michael Misterek

Level 1: Foundational, Level 2: Mobilizing and Power Building

Effective communication can inspire others to act, be a catalyst for changing public opinion, help a contract bargaining process go more smoothly, plant the seeds for new ways of thinking, or persuade audiences to your side. And using the news media can provide an extraordinary opportunity to amplify your voice by broadcasting your message far and wide. From bridging and pivoting to identifying commonly used message traps, this interactive session will provide participants with the building blocks to develop and deliver a winning message by using real-life examples and experiences with the news media. NEA's communication pros will share tips and tricks on how you can use your credibility as an educator to win over hearts and minds. Participants will learn the fundamental skills of working with the news media — whether prepping for prime time, professional development, or everyday personal interactions.

Presenter: Staci Maiers

COM 105 One Voice: NEA's Interim National Message with Race-Explicit Narrative Level 1: Foundational, Level 2: Mobilizing and Power Building

An introduction and exploration of NEA's National Framework for new leaders and those who could benefit from a refresher course. Learners will explore communications theory before diving into NEA's interim message framework and the fundamentals that support our race-explicit narrative. With interactive experiences woven throughout the session, learners will have the opportunity to watch their communication style evolve as they come to understand the core concepts and advice offered.

Presenter: Tory Brown

COM 106 Social Media as an Organizing Tool Level 1: Foundational, Level 2: Mobilizing and Power Building

The ways in which we engage with the world around us have dramatically shifted in recent years, thanks to continually evolving technology. The average person checks their smartphone more than 30 times each day. The average Facebook user checks Facebook 14 times each day. Everyone is online and everyone is using their phone. It is time to fully harness our digital tools to engage our members where they are offline, and building an online campaign. In this session participants will learn how to leverage a variety of social media platforms as well as other digital communications tools for organizing online to offline campaigns. Questions to be explored include:

- What digital tools are available to use?
- How do we move people from online conversations to offline actions?
- What are the spaces our association should create online given our goals and mission and how do we transition those actions into offline organizing?
- How can we engage in digital door knocking?
- What does it look like step-by-step to launch an online to offline organizing campaign?

These questions and many more will be addressed during this session as we learn how to use and implement digital strategies to help our associations win with joy, justice, and excellence.

Presenter: Sydney Slifka

COM 107 The Power of Storytelling: Using Your Authentic Voice to Galvanize and Inspire
Level 1: Foundational, Level 2: Mobilizing and Power Building

Everyone loves a good story, and educators have the best ones! Participants in this session will explore ways to use stories from their personal experiences as educators to help advance student success, public education, and education professions. Session participants will gain a deeper understanding of how personal stories have the power to change attitudes, perceptions, and behavior and win support for public education.

Presenters: Brenda Alvarez and Mary Ellen Flannery



Governance and Leadership Domain

GOV 100 Dismantling the Gates: Changing Internal Union Structures to Reduce Gatekeeping
Level 1: Foundational, Level 2: Mobilizing and Power Building

As educator unions continue to transition from service-oriented organizations solely focused on bread-and-butter topics to social justice-oriented unions focused on equity, anti-racism, and amplifying community voice, there need to be internal union changes to amplify the external messaging among administrators and the community. This includes not just pushing for real change for marginalized communities in schools and the community, but also changing how unions conduct their internal work to be a more welcoming and equitable space for all members—especially members/potential members who have been shut out of their union for decades.

Madison Teachers, Inc. President Mike Jones and Education Justice Coordinator Natasha Sullivan will present on the internal changes their union has undergone to reach an ever-diversifying membership, school district, and community. This includes moving meetings away from Robert's Rules of Order, to expanding representative opportunities by setting required representation for members of color in all union spaces, expanding communication techniques to reach a larger range of members, and changing committees and processes to embed our anti-racist philosophy into all of our spaces. Mike and Natasha will also share work that is ongoing, from restorative circles to address past harm to building an education justice coalition to connect honestly with Madison's diversifying community.

Presenters: Michael Jones and Natasha Sullivan

GOV 101 Governance and Leadership 101: Aligning and Empowering Local Associations
Level 1: Foundational

Governance provides the structure that sets the mission and establishes and monitors strategies necessary for relevant and thriving associations: with this structure in place, our associations can empower, motivate, and foster a pipeline of diverse leaders. This session was developed by the Kansas NEA Leadership Cadre team members for Kansas members and leaders and will focus on foundational governance and leadership to support new and current leaders in evaluating their guiding documents and mission and vision statements.

Focusing on the foundational skills of the Governance and Leadership competency, participants will review the roles and responsibilities within their guiding documents and collaborate with leaders across the nation to address common challenges within their governing work. In addressing the intersection of leadership and governance, we will examine Tuckman's Phases of Team Development to identify support for leadership teams. Finally, participants will engage with and evaluate mission and vision statements from businesses and groups across the nation in order to facilitate conversations and work on their own mission and vision statements for their local or state association. With a firm foundation in strategic plans, goals, and expectations, local associations will be well-equipped to grow and thrive in the modern world.

Presenters: Ben Melick and Kristy Oborny

**GOV 102 Identifying and Acknowledging Power Dynamics and Leadership Structures in Our Work
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving**

There are many different types of power, but when it comes to association work, how do we recognize each one—or when someone is exerting one of the types of power over us?! How do we, as leaders, let go of the idea that power sits with a position, and instead, recognize and utilize different types of leadership to help us leverage the collective power of our association? These questions and more will be answered in this informative, interactive, and thought-provoking session.

Presenter: Michele O'Neill

**GOV 103 Inspiring Leadership and Solidarity through Common Learning Experiences
Level 1: Foundational, Level 2: Mobilizing and Power Building**

Creating a thriving association requires an empowered and motivated membership who value the role that all members play in the workplace AND in the union. Strengthening relationships between members of multiple membership categories is foundational for enhancing organizational capacity and promoting active engagement. This is challenging, takes time, and requires thoughtful leadership and strategic planning to create an environment where members are unified in affirming contributions, understanding the nuances and challenges of differing job roles, and embracing advocacy for each other. Building relationships is building solidarity. Our vision uses multi-session learning opportunities and member cohorts to strengthen knowledge and skills. This interactive session begins with a vision for professional learning as a key common experience for community building. We explore experiences for members with diverse experiences and varied job roles to create a connected, affirming union community. Sharing our experiences with equity micro-credential cohorts and support cadres are aligned with the goal: "Support Professional Excellence and Respect." Our efforts are the start of association-convened, member-led professional learning for all educational professionals. Audience focus is Level 1 & 2; Level 3 experience can enrich conversations about professional learning as a keystone for building unity. Interactive table discussions where participants share strategies to build individual and collective understanding of growing leadership skills and knowledge will serve to strengthen self, colleagues, organizations, and the labor movement. We will also discuss current research on opportunities to make relevant, authentic connections. Session outcomes include ideas for common learning experiences to strengthen solidarity and inspiration for taking a road less travelled to

develop strong, effective member leaders. Through our collective educational community strength and power we best honor our students and ourselves.

Presenters: Nancy Sabrina Gates-McCarthy and Johnny Green

GOV 104 Leadership of Self: Developing a Leadership Mindset - Part 1
Level 1: Foundational, Level 2: Mobilizing and Power Building

What does effective leadership look like, feel like, and sound like to you? Do you see yourself as a leader? In this session, we will explore how all leaders, whether new, emerging, experienced, or veteran, can benefit from reflection and purposeful thought around their leadership styles and philosophies. Using the seven NEA leadership competencies as our guide, participants will hone their ability to relationally organize within their local unions by engaging in dialogue around shared leadership and the power of host, rather than hero, leadership. Our discussions will serve to empower all members to develop and use their voice through the power of sounding boards, host leadership and collective action. Because, after all, we are truly stronger together.

Presenters: Melissa Del Rosario and Vanessa Pulkrabek

GOV 105 Leading the Profession through Service Leadership
Level 1: Foundational

From our school buildings to our state and local affiliation services, leadership is at the core of what we do. Just like our union work, teaching can transform and empower others through leadership. This session will focus on a leadership style called “servant leadership,” which is centered on developing, serving, and empowering followers.

This session will explain what it means to be a servant leader in and outside the classroom. In addition, we will focus on how local affiliations can build community and district relationships through servant leadership. Creating strong relationships that have an impact is a core element of service leadership. Local affiliates will learn how to increase communication skills, and work to build stronger communities together.

Tooele Education Association has used service leadership over the past four years, so we have seen higher recognition in our community. We have been able to create partnerships with local food banks and run service projects to help provide food for our students. We also have been able to partner with the homeless to identify student needs faster outside of school and provide necessary resources. All of this started with a change of mindset and a change in leadership style. Local affiliates will get to walk through service leadership and see what positive change it can bring to their union to advance the cause of public education. We will also see how our students are more prepared for school when their resource needs are met inside and outside the classroom.

Presenter: Ashlyn Drew

GOV 106 Membership to Leadership: Evaluating Local Structures to Create ESP-Friendly Unions
Level 1: Foundational, Level 2: Mobilizing and Power Building

This workshop will provide a roadmap to evaluate local structures, such as leadership roles, membership engagement, bylaws, and bargaining. Evaluating these structures is the beginning to understanding barriers ESPs face within local structures, preventing them from becoming more engaged and taking on leadership roles. Increasing awareness and understanding is the first step to establishing change within locals to become inclusive organizations for ESPs. We must include the voices of ESPs within locals and districts by creating space for all members to work together, not as individual voices, but as a collective to build a stronger movement. Creating collaborative and inclusive union spaces builds stronger unions. Participants will learn to create an action plan tailored to their local needs. Participants will use their awareness to achieve their leadership goals, creating the change needed to win on the issues facing public education, and the labor movement. This session and content are applicable and relevant to all NEA membership categories while addressing the unique needs of all local and state affiliates.

Presenter: Joni Cederholm

GOV 107 Strategic Leadership for State Affiliate Presidents
Level 3: Agenda Driving

This session will be led by and for NEA state affiliate presidents to support them in the skills and strategies needed in leading in times of change. Building on principles of organizational development, participants will explore their leadership strengths, methods for creating highly empowered leaders in varied contexts, and building teams that foster organizational equity, inclusion, and justice. Strategies shared in this session will be important in working inside the organization and in developing external partnerships. From understanding barriers to social change to connecting how influencing behaviors, structures, and hearts and minds are all essential components of driving change, state presidents will use this time to learn new approaches to systems thinking, share successes and challenges with one another, and create a framework for ongoing coaching and support.

Presenter: Scott DiMauro



Leading Our Professions Domain

**LOP 100 Leading Leaders: Engaging Early Career Educators through ELI
Level 1: Foundational, Level 2: Mobilizing and Power Building**

A local president from a rural community West of the Great Salt Lake in Tooele County, Utah, who serves as the National Hub Coordinator for NEA's Early Leadership Institute will be presenting on strategies and implementation plans to engage early career educators and advance our profession. The focus will be primarily on the framework and implementation of the ELI Program and how Tooele's participation impacted capacity and abilities to lead in the district and the community. The ELI program is designed to engage members who are in their first five years of teaching, and coaches them through curriculum and hands-on experiences to create and implement solutions to problems that early career educators are facing. ELI also gives opportunities to learn about and participate in advocacy, as new educators engage in the association and take on new roles that can help transform and revitalize our profession.

Engaging our early career educators also includes engaging our international guest teachers from Dual Language Immersion. We have teachers coming from across the globe to teach in our district, and as an association we have added a DLI committee position to help represent this unique voice in our discussions. In addition, our association leadership has an active role in training our DLI partner teachers by serving on and presenting with state DLI teams. Association members work closely with building mentors to help support our DLI and early career educators.

Tooele is working hard to show the value of our association to ALL educators by finding opportunities to engage and develop their strengths and leadership in the process of advancing our profession. This session will light a fire of enthusiasm and provide a framework through the ELI program that can be used to connect members and their community on a more meaningful level.

Presenter: Rebecca Hall

**LOP 101 Labor/Management/Community Collaboration: Challenging Colorado's Accountability System
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving**

Colorado's antiquated accountability law dating back to 2009 is designed to target highly impoverished, BIPOC, and linguistically gifted communities. Commerce City, home to the Adams 14 School District, is a community that has been systematically discriminated against by the Colorado Department of Education, State Board of Education, and state lawmakers. Adams 14 is not alone; all schools rated as "Turnaround" in Colorado are majority minority, with a large number of students qualifying for free meals, and high numbers of linguistically gifted students who speak languages other than English at home.

In this diverse community, where the majority of the population speaks Spanish, the Adams 14 School District has been placed on Colorado's "Accountability Clock" since 2010 and is now experiencing the irreparable harm from adverse actions the State Board of Education has ordered against the District.

Yet, the students and families are not going without a fight. Labor/Management/Community collaboration is pushing hard on Colorado's Accountability Law, leaving the Department scrambling to figure out its next step, if any. This discussion will take a look at the punitive, racist accountability law and how labor/management/community collaboration is working to disrupt the system while pushing for potential accountability change. Additionally, the role of state affiliate staff will be highlighted, creating space for labor, management, and community to become empowered in making systemic changes that elevate students and communities.

Presenters: Jason Malmberg and Joshua Quick

LOP 102 AE to Active(ist) in Year 1
Level 2: Mobilizing and Power Building

Join two former National Aspiring Educator leaders as we utilize our years of local, state, and national involvement in the Aspiring Educators membership to walk through our first year of teaching authentically unafraid. As active(ist) educators, we draw on the plethora of beneficial experiences of our learnings from NEA leaders, as well as from our own lived experiences, to bring educational justice to reality in the classroom.

New generations of early educators go about the teaching profession fueled with passion for change, hoping for long careers without the worry of shrinking for the sake of employment stability. Together we will touch on the overarching pressures already experienced by the educational system, both internal and external, to be the "right" kind of educator.

Join us for a unique opportunity to hear about our journey from AE to Active and our mission to cultivate safe and brave spaces for historically underserved students, families, and communities we serve.

During this interactive and informative session, attendees will hear directly from our students as they reflect on our practice as new educators and share what they need most from their schools. By keeping student voice at the center of this session attendees are invited to engage in self-reflection of their practices, responsibilities to students, and futures.

Attendees will leave this session having had rich discussions providing ideas on how to bring their learnings from our time together back to their communities in an effort to not only continue the work of making education in the U.S. better but securing the future of our profession by understanding the unique generation of educators entering the profession. We have the capability of retaining these educators in the union and classroom by changing the narrative and leaving intentional space to best support them to lead us into the future.

Presenters: Yesenie Cano and Cameo Kendrick

LOP 103 Safe, Just, and Inclusive Learning Environments in Action
Level 1: Foundational

In this interactive learning and advocacy experience, participants will:

- Explore the concept of bias, learn to recognize biases, and understand how they impact professional and learning environments
- Gain an understanding of the variety of '-isms' affecting learning environments in systemic ways
- Define microaggressions, discuss how they impact the recipient, and explore ways in which to phrase questions/statements to build stronger relationships, via components of the Leaders for Just Schools curriculum.

Through experiential learning and debriefing discussions, participants will gain knowledge and ideas that will equip them to grow as advocates and leaders with urgency around ensuring safe, just, equitable, and inclusive learning environments. Participants will also learn more about the LJS program, and how to tap into the network of Leaders for Just Schools in their state affiliates.”

Presenters: Lucinda Johnson and Elic Senter

LOP 104 Schools for Equity and Healing: Brain-based Strategies to Transform Culture and Practice
Level 1: Foundational, Level 2: Mobilizing and Power Building

Students come to school with tremendous gifts, talents, and knowledge. They also are overcoming tremendous challenges: from trauma and physical needs to confronting systemic racism and bias. Join us as we dive into ways our members can lead the transformation of schools to become centers of healing and models of equity and respect for all. Beginning with school culture, NEA’s Professional Standards and Practices Committee will share specific strategies they are using AND what our members in all roles have learned to help accomplish three changes: culturally responsive practices, healing-centered practices, and restorative practices. We will learn how to ground this work in the best research on how people learn, grow, and develop. And we will learn to use excellent tools for school transformation from the Carnegie Institute. Are you ready to hear inspiring member stories, envision possibilities for your setting, and begin planning your journey for transformation?

Presenters: Blake West, Alexizendria Link and Hanna Vaandering

LOP 107 How Educators and Their Unions Can Lead in the Fight for Environmental Justice
Level 1: Foundational, Level 2: Mobilizing and Power Building

The devastating impacts of climate change are threatening our students’ and educators’ communities, health, wellbeing, and future. This is particularly true for communities of color and under-resourced communities. For too long, the education sector has been forgotten in the battle to address climate change, and large-scale climate solutions often overlook the role education can play. America has over 100,000 public schools that can be models for climate action, climate solutions, and sustainability, and the 50 million children in these schools should be prepared to succeed in a clean economy and lead a more sustainable, resilient, and equitable society. Educators have the ability to teach and inspire the next generation of climate leaders in our schools today. Younger generations are increasingly concerned

about the damaging effects of climate change, and it is crucial that educators have the tools to guide them. Additionally, school buildings and grounds are ripe for producing clean energy.

Participants will gain an understanding of critical environmental justice issues that impact school communities and discuss how to begin leveraging those issues as a union to improve learning conditions for students and educators.

Throughout the session, participants will:

- Discuss critical environmental issues facing their own school communities
- Learn an overview of the association's work in this space
- Consider how partnerships and professional learning could be impactful in their affiliates and their classrooms
- Brainstorm how their union and they as individuals can lead on environmental issues that affect their students
- Commit to an action—small or large—to take when they return home

At the end of this session, members will have greater working knowledge of how education and environmental justice can work together and will leave with an understanding of how they as individuals and as a union can leverage their power for climate justice for all.

Presenters: Justin Thompson

**LOP 108 Building Transformative Community Schools: What it Takes for
Community Schools to Thrive
Level 2: Mobilizing and Power Building**

This session will lift the voices of association leaders who are cultivating thriving community school networks. It will highlight the role of affiliate leadership in launching district-wide community school steering committees and advancing community schools in bargaining, and will discuss how community schools advocacy fits into the overall strategic goals of local affiliates and our broader association. Finally, the session will include information about the NEA Community Implementation Institute, a network of support available to any NEA locals that are implementing community schools. Information about how to join the institute will be shared, as well as what locals should be doing to prepare for joining the institute.

Presenters: David Greenberg, Grant Schuster, Cecily Myart-Cruz, and Kelly McMahon



Organizing Domain

ORG 100 **¡AQUÍ ESTOY! Colectividad y Responsabilidad en Nuestra Profesión**
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

Note: This session will be conducted primarily in Spanish.

This session will explore how to engage Spanish speaking/Latin American educational professionals to organize around common goals and issues affecting Spanish speaking/Latin American educational professionals, students, families, and communities.

This session will:

- Identify pressing issues that are affecting Spanish speaking/Latin American members as professionals in education;
- Explore strategies to break through the barriers to leadership positions for Spanish speaking/Latin American members;
- Discuss strategies to recruit and retain Spanish speaking/Latin American members;
- Discuss strategies to organize Spanish speaking/Latin American members;
- Discuss the need to have representation with members that look like us, that understand our cultural background and diversity;
- Identify pressing issues that are affecting Spanish speaking/Latin American students and families within their communities;
- Engage member leaders in supporting educational aspirations of students and families; and
- Identify effective ways of communicating with members, students, and families around topics that resonate with them.

Presenter: Jeremias Salinas

ORG 101 **101 Ways to Energize Your Association**
Level 1: Foundational, Level 2: Mobilizing and Power Building

With 101 different examples of how union members have built strength through new ideas and initiatives, you will leave with dozens of ideas to incorporate at your site and/or association as soon as you get back home! Your members will no longer say “been there, done that,” because there will be new ways to engage your membership and talking points on how to ensure you can implement changes for a stronger association. With so many ideas to cover in 120 minutes, get ready because the ideas are going to be flowing non-stop!

The presenter will solicit worksite issues and association challenges to show how some of the 101 ways may be applied to make positive changes and build local association capacity. There will be time to share tactics and activities from participants’ sites and associations, as well as time to work in small groups to build a plan of action upon returning from the conference.

Presenters: Karmen Lee Ortloff and Sean Ferguson

ORG 102 A Diamond in the Rough to a Multifaceted Jewel: Grow Your Local with Issue Organizing
Level 1: Foundational, Level 2: Mobilizing and Power Building

Learn about Las Cruces, New Mexico's phenomenal efforts to pass the biggest legislature-supported teacher salary increases in the United States, all while giving unprecedented power to members and building the highest membership gains in the State. We will show you the work of the year-round organizing committee and their tools and strategies. You will walk away with a working calendar so you too can begin the road to a jewel.

The initial presentation will unroll the numerous events that organized the local NEA board of directors and members through a year-round organizing structure. We started at a rustic hide-a-way in the Gila forest and made our first strategic calendar to include dates of board meetings, local meetings, contract bargaining days, legislature days, and more. We also took the data from our state priority issues survey to drill down to member and potential member information to include site of employment, membership status, and demographic data. We included escalation activities that were to be done by the membership unit at the various school sites, the administration building, and the state legislature.

During the non-seminar format, we will show participants how to work on building their own calendar with a strategic eye on winning the most important issues, whether those are bargaining contracts, school board partnerships, or legislative priorities. The winning product of building your membership will be the ultimate goal of all activities, beginning with the school visit. We will take you through the journey of school visits to identifying contract action team leaders at each school site via meaningful conversations with educators at the schools.

Presenters: Carmen Estela Merlano-Whitlock, Amy Simpson and Bethany Jarrell

ORG 103 Building Power within Your Local Using Organizing Essentials
Level 1: Foundational

This session will help locals mobilize, activate, and engage members and leaders to support internal and external relationships to recruit, retain and identify diverse groups of members and leaders. We will specifically look at the use of mapping and one-on-one conversations. This presentation will include multiple QR codes for electronic access to documents and activities allowing attendees to maintain and increase membership and leadership capacity.

Presenters: Jennifer Stricherz and Rebecca Killen

ORG 105 Tools of Engagement: Strategies to Boost Member Engagement Utilizing NEA MB
Level 1: Foundational

For 53 years, NEA Member Benefits has provided solutions for all members and their families to help them achieve better financial outcomes. It is our mission to make members' lives better and to add value to membership every day. Association leaders who understand how to use member benefits in

membership recruitment and engagement work are helping members get the most out of their NEA membership while at the same time growing and strengthening the enterprise.

Join us to hear how member benefits can positively impact association loyalty. This interactive session is for participants of all experience levels. You will learn about the NEA Member Benefits Ambassador Network and how it is helping local affiliates connect with their members. We will share best practices and participants will receive time to establish or expand an integrated engagement plan around member benefits that can offer solution-oriented outcomes that can immediately impact members and local affiliates.

Presenters: Teresa Muench and Kimberly Lindsey

**ORG 106 Energizing Educators to Organize and Lead: Positive Motivation Moves Mountains!
Level 1: Foundational**

When motivated, our membership can move mountains! To affect change, we must energize our members to build positive relationships with policy makers. Building educator confidence to develop a message that elevates educator voices and thus improves learning for students.

In this session, you will learn how to build positive relationships with policy makers and how to develop a message and tell your story in a positive and influential way. Expect a fun, powerful, hands-on and interactive session.

When you return to your local, you will have strategies to energize your members to confidently build positive relationships with decision makers. Positive motivation moves mountains!

Presenters: Joanna Barnes and Brigitte Tennis

**ORG 107 ESP and Teachers: Uniting to Win!
Level 1: Foundational, Level 2: Mobilizing and Power Building**

This is the story of when ESPs and teachers in Ventura, California built a powerful partnership to win the largest increases in pay and benefits in the history of their locals.

Learn about our experience joining forces during difficult negotiations that forced the district to acknowledge our power, accept our demands, and understand our strategic priorities. Our united triumph helped us to identify and empower new leaders within our associations. Each event brought the associations closer together as we built on each other's strengths to create an unstoppable force.

This workshop will help members understand the value of labor-labor collaboration. This model wins gains at the bargaining table and also builds strong leaders, engages members, and activates potential members.

Presenters: Carol Peek and Dan Nelson



Social and Emotional Intelligence Domain

SEI 100 A Toolkit to Help School Districts Advance Equitable School Employee Wellness Level 2: Mobilizing and Power Building

The COVID-19 pandemic has taken a significant toll on the well-being of school staff nationwide. While many schools offer wellness initiatives, many rely on providing employees with self-care techniques. A shift to a comprehensive coordinated approach to employee wellness is essential. Failure to address increasing strains on school employee wellness may exacerbate pre-existing staff shortages and further disrupt schools from recovering from the pandemic.

With funding from the CDC Division of Adolescent and School Health, Child Trends has developed a toolkit to assist school districts in creating a comprehensive approach to employee wellness. Our toolkit provides strategies to strengthen school employee voices and help build the skills to be active in decisions that impact their well-being. Strengthening employee voice is particularly important to ensure wellness teams are pursuing equity-focused goals that are representative of the needs of employees with diverse roles and identities. Each participant will receive access to the toolkit.

In this session, participants will learn about the many domains of wellness and become familiar with a process school districts can use to engage with school staff and other community partners to create safe and healthy work environments. Participants will be given a brief overview of our toolkit content, which includes guidance on building inclusive teams, setting data-driven goals, and engaging in continuous quality improvement. Participants will have the opportunity to apply what they learn while working in small groups, where they can engage in activities that they could bring to their own school communities. Finally, participants will begin to develop a message that they could use to communicate about school employee wellness and garner support in their own school communities.

Presenters: Brandon Stratford and Yosmary Rodriguez

SEI 101 Avoiding Burnout with Mindful Self-Care and Self-Compassion Level 1: Foundational

During this session, we will explore the data behind the “Burnout” of so many education professionals in the field. Participants will take a self-assessment to understand their risk factors and warning signs for burnout, secondary trauma, and developing compassion fatigue. This will include looking at how small changes in daily routines and subtle shifts in mindset can lead to improved job satisfaction and increased self-compassion. Participants will identify self-care strategies and best practices to create healthy habits to minimize the physiological short- and long-term effects of workplace stress. Each participant will leave with an actionable plan based upon their individual needs and goals for overall well-being.

Presenters: Taraja Shephard Allen and Cassie Badillo

SEI 102 Building a Center for Wellness and Learning
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

In this session, we will explore how the South Carolina Education Association's (SCEA) Center for Educator Wellness and Learning was created. CEWL's mission is to improve the inner and outer lives of educators. It does this through providing free online and in-person resources to public school educators including: webinars, professional learning sessions, panel discussions, podcasts, blogs, and retreats.

Learn how the SCEA's collaborative staff work together to promote CEWL events and coordinate efforts to improve member recruitment and retention.

Todd Scholl, CEWL's Lead Learner, will share how to build a similar center from the ground up in a way that is both affordable and sustainable. Drawing upon over a decade of communications work and nearly three decades in public education, Todd will guide you through everything you need to begin creating relevant and engaging content.

Learn how to create an effective websites, podcasts, graphics, and livestream events. You can begin exploring at www.cewl.us.

Presenter: Todd Scholl

SEI 103 Can We Talk For A Minute? Sharing Your Journey, Your Voice
Level 1: Foundational

This session will give ESP participants an opportunity to share their journey in a nonjudgmental space in which the participants will feel comfortable and encouraged to share their voices. This space will be a place where ESPs can build, share, and articulate their needs and learn from one another. Conversations will be the overall desire from all participants to shape the culture in the room and give voice to those not sure of the journey or how to maneuver the path to leadership.

Presenters: Audrey Nichols and Johnny Green

SEI 104 Creating a Spark: Empowering Members to Grow Through Quality Trauma Content
Level 1: Foundational

We engage with members every day but can miss the signs of a member that is ready to do more. We often don't think strategically about our desired goals and outcomes and how that pairs with finding and growing members to lead through quality engagement experiences. As an affiliate or local, we have an opportunity to not just engage with our members, but to facilitate spaces where members can create and deliver topics that are of interest to them. Join in engaging conversations on how to find self-motivated potential member leaders, how to grow them through collaborative work as seen in the trauma-informed educator's engagement experience, and how to empower them to transform lessons learned into their professional and affiliate experiences.

Presenter: Amber Brown and Amy Lamb

SEI 105 Leading with Heart: Recognizing and Responding to Ableism
Level 1: Foundational

Did you know that the largest minority group in the U.S. is persons with disabilities? Disability intersects all other marginalized groups. In addition to the stigma of disability, many persons with disabilities encounter multiple and intersecting forms of discrimination. Approximately 15 percent of students served by our members are students with disabilities; approximately half of these have “invisible disabilities,” or disabilities that are not readily apparent. Persons with disabilities encounter various forms of ableism daily. To end ableism, we must understand what it is, who it impacts, the negative effects, and how to work together to end it.

In this session, participants will have the opportunity to learn about the lived experiences of Disability Justice Activist Helena Lourdes Donato-Sapp. Participants will deepen their understanding of ableism by learning about disability models, the origins and forms of ableism, the impact of bias, and the role of critical dialogue in ending ableism. Presenters will utilize the foundational aspects of the Social Emotional Intelligence Leadership Competency to help guide participants in building on their own skills, knowledge and understanding in this area and explore how their unique geographic, demographic, and diversity of roles within the NEA uniquely positions them to lead to end ableism. Participants will develop a “why statement” for their leadership in ending ableism. In addition, participants will learn the perspectives of and empathize with individuals with disabilities. Lastly, participants will leave with a deeper understanding of the experiences of individuals with disabilities and will be able to articulate why ableism should be a priority in advancing NEA priorities focused on racial, social, and disability justice.

Presenters: Antoinette Felder, Helena Lourdes Donato-Sapp, Tresina Alvested, Melissa Mayville and Mary Binegar

SEI 106 Developing Cultural Awareness: Connecting with Students, Educators, and the Community
Level 1: Foundational

Dr. Sonia Nieto, a cultural competence expert and Professor Emeritus at the University of Massachusetts, noted that it is important that we know ourselves as individuals who come from a particular culture. During this interactive workshop participants will learn more about themselves and the influence of culture and socialization. Developed from the foundations of diversity, cultural competence, and social justice, the presenters will facilitate exercises to lead participants to enhance their cultural self-awareness. Participants will reflect on the impact of the dimensions of diversity on their own identity and the identity of others, giving time to reflect on how that impacts the way they view themselves and how others see them. There will be further exploration and discussion of the process of socialization in establishing “norms” of individual identity using the Bobbie Harro model of The Cycle of Socialization cited in the NEA Toolkit “Implicit Bias, Microaggressions, and Stereotypes Resources.” The workshop will encourage participants to develop a plan for continuing growth in understanding cultural norms and building relationships with mutual respect for diverse perspectives held by students, parents, educators, and community members.

Presenters: LaVeta Weatherington and Jackie Wooten

SEI 107 **It's Time to Listen: Using Empathy Interviews for a Human-Centered Approach to Organizing**
Level 1: Foundational

In this session, participants will learn how to use empathy interviews as a way to center marginalized voices in union-led improvement processes and to partner with historically marginalized groups as a way to practice anti-racism and ensure union efforts do not perpetuate the status quo. Learn how to create interview questions that provoke stories from users in your system, take part in your own empathy interview, and learn a protocol for analyzing the data so you can make informed decisions about changes to your system. Participants will walk away with tools to create community solutions as well as guiding principles to help lead change efforts that are centered around all of the humans that exist within the system.

Presenters: Leah Starkovich and Alyssa Nestler



Strategy and Fiscal Health Domain

SFH 100 **Fiduciary Responsibilities and Association Policies to Support the Ethical Culture**
Level 1: Foundational

Understand the fiduciary responsibilities that all leaders are legally obligated to perform on behalf of the association and its members in an effort to be good stewards of the association's reputation and assets. Learn how a code of ethical conduct, conflict of interest and whistle-blower policies, as well as an audit committee, promotes an ethical culture and deters fraud.

Presenters: Paula Purdy and Rodney Rowe

SFH 101 **Grant Proposal Development and Strategy**
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

The basics of grant writing proposal development will be explored and purposefully aligned to your affiliate strategy. Learn how to “think” about non-dues resources via grants and how to begin to explore that as an option. Key to this effort is having the strategic intent behind your vision and clear purpose for the funds.

Presenters: Marlin Jeffers, Barbara Hopkins, Shafeza Moonab and Shannon Rasmussen

SFH 102 Strategic Budgeting 101
Level 1: Foundational

Learn strategic budgeting basics for maintaining fiscal health. This session helps participants learn how to use the strategic plan to develop a budget. Participants will also learn about the life cycle of a budget.

Presenter: Robert Maleta



Board Only Session

BOD 001 We've All Got Issues: Pick One and Organize!
Level 1: Foundational, Level 2: Mobilizing and Power Building

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 to create lasting partnerships or change legislation! NEA Board Members will use immigration and homelessness as examples while navigating this process together.

Presenters: Robert Brown, Susan Nicholas and Maria Bennet