



Advocacy Domain

**ADV 300 The Strength of Educator Voice: A Round table Discussion on the 2022 Election
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving**

As long as politicians are involved in education, educators should be involved in politics. This roundtable discussion will use the expertise of our members to discuss how education leaders are the cornerstone of our democracy. Discussions will include how educators influenced elections in 2022 at the local, regional, state, and federal level. Our discussions will include:

- How do education leaders encourage member involvement in politics?
- How do education leaders influence local members?
- How do education leaders communicate or use social media effectively for political purposes?

Pennsylvania directors will speak about their experiences during the 2022 election through table discussions. Then, session participants will discuss the successes and obstacles during their own election experiences. Together, participants will discuss and develop strategies to maximize advocacy practices and build diverse partnerships.

Presenters: Melissa Constantino-Poruben, Casey VanWhy, Maria Bennett, Nancy Behe, and Colleen Brodbeck

**ADV 301 This Is Our Moment! Remember Who We Are and What We're Made Of
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving**

Popular media and academic research abound with conveyances of educators exiting the profession in frustration or exasperation. Whether due to feelings of demoralization (Santoro, 2018) or feeling attacked both at work and in society, educators are not staying in education for as long as past generations and are leaving the profession faster. In today's contentious moments socially and politically, we have to remember and reflect on the heroic traditions of educators who've faced enormous difficulty. We must remember that even in the most extraordinarily trying times, educators were vanguards in defending the sanctity of their profession, protecting quality education for students, and pushing for a better society against harmful governmental policies. This session seeks to remind educators specifically, but indeed all attendees, of educators exhibiting resistance efforts in defense of their profession, as well as highlighting instances where educators stood up against governmental policies to benefit the broader public.

This session is in part about contextualizing this moment within a continuum of challenging moments educators have, and to ensure that today's teachers understand that "we've been here before." This session is also intended to link our contemporary struggle here in America with that of other educators from all over the globe: educators here are part of rich tradition and special community of educators and we are not alone. Lastly, this session will encourage and motivate educators in protecting our

profession, our student's access to quality education, and our society from the worst inclinations of more powerful institutions, which is what we must do, and have always done. This our moment to show what we're made of.

Presenter: Keith Benson

ADV 302 Winning LGBTQ+ Justice in Our Public Schools and Our Union
Level 1: Foundational, Level 2: Mobilizing and Power Building

Today, harmful and extreme ideologies are hard at work with the intent of erasing marginalized communities with a specific laser-focus against LGBTQ+. This divisiveness has led to mistrust and breakdowns in systems, including public education, and highlights the fact that not all students are being served. Attacks against LGBTQ+, “Don’t say Gay,” bans against transgender youth, and a lack of representation in academic standards and curriculum contribute daily to the culture of hate and exclusion creating harm not only to students and families, but also queer educators.

The Colorado Education Association (CEA) recognizes the need to support and advance the rights of queer educators, students, and families and is resolute in its stance towards LGBTQ+ liberation. As the CEA began its work towards LGBTQ+ liberation, Colorado educators heeded a call to action to fully understand Colorado’s LGBTQ+ educational landscape and how our queer educators and students fit within that system. Through that work, it became evident that the CEA also needed to understand how queer educators saw themselves within the union structure. As a result, the “LGBTQ+ in Education” report, a first of its kind that outlines the experiences of our queer educators, not only in their public schools, but also within the union, was published. The CEA and affiliated locals across Colorado are now working to elevate LGBTQ+ educators, students, and families in their public schools while simultaneously building a more equitable union.

This presentation will bring this report to life by sharing Colorado’s wins for our LGBTQ+ students and educators. Through a variety of discussion and activities, NEA members will learn how to use the report as a playbook to push on state and local policies, including collective bargaining agreements, while guaranteeing that LGBTQ+ educators and students are not erased, but elevated, to create a more socially just public education system and to build a more equitable union.

Presenters: Taylor Davis, Joshua Quick, Sara Fitouri, and Anthony Brisson

**ADV 303 Working Beyond the Election: One Local Association’s Plan for
Advocacy and Organizing
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving**

Advocating for the common good in our public schools means building relationships with elected officials, being the local authority on education priorities, and organizing association members and community allies to affect positive change. With its ever-increasing hostility towards public education, today's political climate means local associations must plan for everything. Developing a plan of action using skills such as back-mapping an intended outcome and utilizing positive relationships with elected officials to hold them accountable makes positive change possible.

Presenters: William Lewis and Veronica Golden

**ADV 304 Successful Community Schools Recipe: It’s All About That Sauce!
Level 1: Foundational, Level 2: Mobilizing and Power Building**

The session will be a practical guide to help leaders advance community schools strategies. It will provide leaders with the advocacy tools needed to advance community schools as a strategy to improve schools, provide more equitable opportunities, and prepare students for success.

Presenters: Arnetta West, Dana Brown, Jay Howard-Brock, and Theresa Dudley

**ADV 305 UNCONFERENCE SESSION: Measurement for Justice: Transforming
“Accountability”
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving**

Accountability systems created by state and local education agencies depend on information from high stakes standardized tests to tell us about opportunity gaps in our nation’s schools. This pressure to perform on standardized tests trickles down to our students and the consequences of testing are felt disproportionately by students with disabilities, economically-disadvantaged students, and students of color. It’s time to stop putting the pressure and blame on WHO we are assessing and start examining WHAT resources, funding, and opportunities are available to our students.

In this UNCONFERENCE session, participants will engage in inquiry-based discussion with NEA staff from Community Advocacy & Partnership Engagement and Education Policy & Practice. Participants will review examples of state and local accountability systems from across the country—some good, and some that could use improvement. We will work together to identify indicators that can be incorporated into accountability systems to drive equity and ensure opportunity for our students. In addition to reading and math scores and student attendance, what other factors are important for measuring and supporting school quality? What about access to financial literacy coursework, dual enrollment at Minority Serving Institutions, and ethnic studies courses? We will work as a group to identify indicators that can help secure opportunities for each and every one of our students.

Join us as we work to address the gaps in our nation’s accountability systems! Participants will leave this session with specific ideas about how to contribute to updates in their state and local accountability systems and school report cards. Together, we can ensure that accountability systems support student success and the joy of learning rather than quashing it.

Presenters: Lindsay Peifer and Christine DonFrancesco

ADV 306 Understanding Power, Privilege and Oppression
Level 1: Foundational

In order to counter the impacts of white supremacy culture, we must understand how power, privilege, and oppression have created and sustained systemic inequity and racial and social injustice that has impacted our communities. This session explores critical concepts to build our collective awareness, while providing the space to intentionally engage in the necessary mirror work to further our own personal journey to advance racial justice and equity.

Presenters: Lisa Jennings and Ryans Calmont

**ADV 307 School Rescue Funds: Accessing Billions of Dollars for Members
and Students**
Level 2: Mobilizing and Power Building

The NEA created the School Rescue Fund Coordinators Network following the historic investment of \$172 billion in public education through the American Rescue Plan Act.

Designed to create a network of policy experts, research analysts, organizers, members and communicators, the SRF Network of coordinators from over 30 states has directly impacted over \$1.4 billion in educator/student-centered funding.

Across the country coordinators and State Affiliates have helped address the educator-shortage by raising educator wages and providing additional compensation for their work during and recovering from the impacts of COVID-19; they have improved school health and safety by improving or installing HVAC systems; addressed historic pay inequities in underserved districts; and created and expanded Social and Emotional Learning practices, including the hiring of hundreds of new full-time counselors and mental health specialists.

This session will present examples of success from around the nation, demonstrate and train on best practices, and provide guidance on the process for state and local leaders to maximize the funds at all stages of the American Rescue Plan implementation. Additionally, leaders will learn how to work with their School Rescue Fund coordinator to maximize gains.

Presenter: Conor Hurley

ADV 308 Disability Justice Needs Educators to Lead the Way
Level 1: Foundational

Persons with disabilities are the largest minority in the world; disability intersects all other marginalized groups. Although advances have been made in disability rights and inclusive practices, disability advocates have primarily focused on disability rights without considering those with disabilities who live at the intersection of other marginalized identities. To ensure that our advocacy efforts are not singularly focused, we must consider how we can broaden our efforts to include disability and intersectionality. Disability Justice provides a framework that centers on intersectionality and offers principles to guide our disability advocacy efforts moving forward. During this traditional presentation, presenters will build participant understanding around disability prevalence; the inequitable distribution of disability; the relationship between bias, disability type and intersectionality; and, how Disability Justice Principals target these inequities. Presenters will guide participants to make connections between Disability Justice Principals and NEAs Goals and Strategic Objectives to help participants

develop a “why” for leading in this space. Presenters will focus on the foundational level of the Advocacy Competency to help members build 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 for Disability Justice. In addition, participants will learn how to engage and build mutually beneficial relationships to advance advocacy on disability justice work and act on social justice initiatives. Participants will be asked to share the first step that they will commit to taking toward a disability-just society.

Before closing the session, presenters will share information and opportunities for action in which NEA is engaging around the Disability Justice sphere.

Presenters: Anzer Nikki Woodward, Alison Lauber, Katherine Bishop, Ron Benner, and Helena Lourdes Donato-Sapp

ADV 309 How to Support LGBTQ+ Educators: Out or Not
Level 1: Foundational, Level 2: Mobilizing and Power Building

Members of the LGBTQ+ community educate in classrooms across the nation, whether they’re “out” or not. But, in this divisive climate in the U.S., not all LGBTQ+ educators feel safe or supported inside or outside of the classroom. Join this session to learn how to effectively support, advocate, and uplift LGBTQ+ educators. Through candid conversations, you will learn best practices and intersectional approaches for implementation and advocacy.

Presenters: David Fernkopf, Angie Powers and Anthony Pennock



Communication Domain

COM 300 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.

The 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 301 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 305 So, You Want to Talk about Race?
Level 2: Mobilizing and Power Building

We will reflect and talk on our implicit biases and our personal education on race issues.

Topics of discussion will include:

- The School to Prison pipeline
- Systems of Power
- Intersectionality
- Microaggressions in the workplace and the local union

The session will also include strategies and best practices on discussing race in and racial issues in the classroom.

Presenter: Joseph Torres



Governance and Leadership Domain

GOV 300 Fighting the Patriarchy and Internalized Misogyny
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

Participants will examine the historical patriarchal structures that dominate both public school systems and our unions and begin the process of self-exploration of embedded misogynistic beliefs.

After examining historical structures and engaging in some self-reflection and conversation, participants will develop personalized plans to begin the process of refuting these internalized and embedded beliefs and will engage in a process to determine steps forward when faced with misogyny, especially from other members.

The ultimate goal of the session is to identify paths forward that will break-up the patriarchal systems that dominate both our work and union lives.

Presenter: Shelly Krajacic

**GOV 301 Leading the Profession through Service Leadership
Level 1: Foundational**

From our school buildings to our state and local affiliation, service leadership is at the core of what we do. Just like our union work, teaching can transform and empower others through leadership. One of the many leadership styles is servant leadership. Servant leadership is a leadership approach centered on developing, serving, and empowering followers.

Presenter: Ashlyn Drew

**GOV 302 Membership to Leadership: Evaluating Local Structures to Create ESP-Friendly Unions
Level 3: Agenda Driving**

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 303 Being a Local President: Tips, Tricks, and Traps of Local Leadership
Level 2: Mobilizing and Power Building**

If you currently serve or have considered running for local president, then this session is intended to provide the opportunity for you to connect with other individuals who appreciate the unique and sometimes isolating challenges of being a local president. This guided and collaborative conversation will allow you to hear what others are experiencing as local presidents and share your own insights. If you are considering running for local president, come and learn what it takes to move to the highest level of local leadership.

The conversation will be facilitated by a current and a former local president with experience in leading locals ranging from 800 members to 9,000 members in both union-friendly and union-hostile states.

Presenters: Tony Martinet and Donna Christy

**GOV 304 Reimagine Your Local: Becoming More Inclusive, Connected and Aligned
Level 3: Agenda Driving**

Historically unions have perpetuated white supremacy culture through systems that maintain the status quo, center those who hold power, and marginalize newcomers. The Cambridge Education Association had revised our mission to include all three frames of unionism: Labor Rights, Professional Advocacy and Social Justice, however, we were not able to act effectively on the strategic mission of our association within the constraints of existing structures and practices.

In this Agenda Driving session we will share “Reimagining the CEA,” when we transformed the association into one that is prepared to handle the successes and challenges we face now and in the future and created opportunities for others to share their experiences and begin to apply what they learned to their own local.

We will model how we developed the structures, processes, and practices that strengthen our organizational capacity through an inclusive process that included a weekend leadership retreat and an engagement strategy that led to democratic member meetings where we made institutional change (mission, bylaws, processes and policies).

At the retreat we used restorative circles to ensure an equitable voice for all, and each working group developed plans to address racism, misogyny, and leadership development for historically underrepresented groups, particularly educators of color, women, and members from ESP units, including Clerks, Substitutes and Paraprofessionals. Join us to begin to Reimagine Your Own Local!

Presenters: Dan Monahan, Fabiane Noronha, Banke Oluwole, and Yemisi Oluwole



Leading Our Professions Domain

**LOP 301 Supporting Emerging ESP Leaders Through ESP Leadership Mentoring Programs
Level 2: Mobilizing and Power Building**

Mentoring programs are essential to support Educational Support Professionals' (ESP) emerging leaders and mobilize other rank-and-file to lead and become positive forces throughout our union's organizing effort.

Join two Massachusetts ESP leaders and learn about the statewide ESP Leadership Mentoring Program (LMP). Be taken through their journey of establishing the ESP LMP, explore different types of mentoring programs and learn everything you need to know in order to establish your own ESP-focused mentoring program. For ESPs by ESPs: it's about focusing on leadership development, capacity building, and mobilizing ESPs in a manner that is rooted in the power of the rank-and-file. This workshop is aimed at supporting you in your efforts to open doors for ESP members by promoting and supporting the creation of the next generation of ESP leaders.

Presenters: Sonia Fortin and Amy Morin

**LOP 302 Traditional to Transformative: Freedom-Dreaming through Community Schools
Level 2: Mobilizing and Power Building**

In order to transform inequitable school systems, we must first imagine a better reality unlike the traditional one. Families should be viewed and respected as key informants, resources, and leaders, rather than recipients of services. Imagine schools that are welcoming and thriving learning environments built from the dreams and strengths of students, families, the community, and educators. In this session, participants will freedom-dream through collaborative envisioning, share lived experiences, and foster ongoing support to organize allies and impact Community School policy and reform. In return, this network of leaders can help foster safe and rigorous environments through professional learning, while providing welcoming and engaging spaces that increase greater student achievement.

What are your freedom-dreams for education? What are students' freedom-dreams, especially your marginalized students, and how do you know? How would education look, feel, sound, and work in your freest of dreams? What is in your power now to get us closer to that dream?

Presenter: Christina Gordon

**LOP 303 Using the NEA's ESP Professional Growth Continuum to Serve Your Association and Its Members
Level 1: Foundational, Level 2: Mobilizing and Power Building**

The NEA's ESP Professional Growth Continuum's (PGC) Universal Standards can help members develop a professional common language and strengthen confidence through professional learning, identify where they want to go in their professional growth journey, learn why this growth is essential, and become a vehicle for leadership development.

We will share how to:

- Use the NEA PGC standards and micro-credentials in your association and district to support the development of ESP skills as a district priority by securing buy-in from district leadership and governing board members

- Raise awareness for bettering habits
- Leverage the expertise of ESP members by creating opportunities for them to step into leadership roles as subject matter experts
- Make a case for greater investment in your colleagues to increase organizational capacity
- Break down the institutionalized systems of oppression that keep education support professionals from realizing their full leadership potential.

This session will show the journey that Phoenix Union Classified Employees Association has taken to translate the PGC into a living program used to start and enhance a professional growth program.

Presenters: Felicia Lewis, Melody Bach-Hodnefield, and Kimberly Bertocci

LOP 304 Women’s Leadership Panel
Level 1: Foundational, Level 2: Mobilizing and Power Building

Women are powerful agents of change, and the far-reaching benefits of diversity and gender parity in leadership and decision-making are increasingly recognized in all spheres. Still, women continue to be vastly under-represented in leadership roles in politics, businesses, communities, and our own union. Having women in leadership roles where decisions are made can have a profound impact not only on the women in those roles, but on all involved. In this session, an incredible group of leaders will share a little about their journey and provide tips and strategies to participants to help navigate their leadership journey.

Presenters: Stephanie Johnson and Eriec Colbert

LOP 305 How to Implement Quality Education Support Professionals Professional Development
Level 1: Foundational, Level 2: Mobilizing and Power Building

Are you looking to lead the work to provide quality professional development for Education Support Professionals? Through quality professional development, ESPs will lead the transformation of public education and student learning as we know it. This session is for all ESPs and those in leadership positions who want to lead in this work. Come learn how to develop structures and processes to build a system to support quality professional development. Examine a variety of quality professional development opportunities for ESPs that advance their professionalism and build their core knowledge, while also increasing their wages. Participants will leave with multiple ways to implement quality ESP professional development within their local and support this work.

Presenter: Laura Warren

LOP 306 Increase Your Capacity to Assist Students on All Levels
Level 1: Foundational, Level 2: Mobilizing and Power Building

With the integration of more Resource students into the General Education population across the U.S., there is increasing trepidation with how these students will be supported to be able to thrive. Additionally, many wonder how the integration will affect the on-level students in the class. In this workshop, you will learn more about how to identify needs to teach and strengthen executive function skills for all students to help them truly succeed; no matter what placement they are in. This session will

help you to lead our profession as student learning increases while they are provided equitable access to opportunities. Current issues will be discussed, resources will be shared, and participants will have the opportunity to share. At the end of the session, ESPs, teachers, and administrators will be prepared to return to their schools with an increased capacity to reach all students.

Presenter: April Reisma

LOP 307 UNCONFERENCE SESSION: Envisioning the Future of Assessment - Part 2
Level 1: Foundational, Level 3: Agenda Driving

For almost two years, NEA's Task Force on the Future of Assessment has been working to articulate a vision for the future of assessment of learning that could fulfill our organization's mission to ensure a great public school for every student. While many schools across the country have embraced the importance of equity and racial and social justice, the methods we use to assess and drive learning are lagging woefully behind. Educators' professional autonomy and, thus, their professional voice and leadership have suffered under decades of high stakes testing policies that have been implemented at the expense of time spent teaching and learning.

The Task Force identified five key principles for the Future of Assessment that the NEA believes are key to reconceptualizing how we assess students. We believe that performance assessment is a key assessment method that holds promise as schools, districts, and states ask themselves, "If not standardized tests, then what?" Join us for a lively, compelling conversation about whether and how performance assessment can help contextualize the information we get from standardized tests and whether there are other assessment methods that can help us overcome the outsized influence that standardized tests have in decisions made about our students and schools.

Presenters: Christine DonFrancesco, Harry Feder, Elic Senter, and Hanna Vaandering

LOP 308 Excellence, Growth and Leadership: Professional Development to Support Year-Round Organizing
Level 2: Mobilizing and Power Building

Excellence in public education is deeply rooted in our Union and in this session you will identify strategies and tools NEA-New Mexico leaders have used to grow a grassroots, racially and socially relevant, professional learning initiative by NEA members, for NEA members. As a participant of this interactive workshop you will have the opportunity to develop your own action plan for professional excellence, membership growth, and leadership identification. With a specific focus on NEA's year-round organizing campaigns and NEA's Racial Justice in Education Framework, you will leave this workshop with a working understanding of how to raise awareness, build capacity, and take action for leading our profession and promoting our association's role in improving the learning of all students.

Presenters: Bethany Jarrell, Andrew Montoya



Organizing Domain

ORG 300 Parent-Teacher Home Visits for the Win! Get to Know this Relationship-Building Strategy
Level 1: Foundational, Level 2: Mobilizing and Power Building

Educators are among the biggest champions of the Parent Teacher Home Visit (PTHV) model. Indeed for more than 25 years, PTHV has been NEA's partner in bringing families and educators together in the name of student success. PTHV enriches the teacher/student/family dynamic and member-activists have discovered it also has the capacity to fuel relevant and thriving associations. Join PTHV and NEA's Centers for Professional Excellence and Student Learning and Racial and Social Justice for this workshop on the transformative power of relational trust. Learn ways PTHV helps members develop family engagement skills, realize greater job satisfaction, and contribute in a meaningful way to school climate and culture. Hear how PTHV is developing a track record for better labor-management collaboration and deepened relationships with the community.

Presenters: Stacey Grissom and Gina Martinez-Keddy

ORG 301 Playing Offense: Building Capacity to LEAD Change (Not Just React to Bad Change)
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

Our union must always play strong "defense" to protect the teaching, learning, and working conditions of our students and our members, as well as the profession overall. Defense is vital. Over decades, we have developed an array of strong tools, strategies, and tactics for our leaders and members to hone to protect ourselves and our students—to solidify gains and minimize losses—from decisions and actions made on the building, district, state, and/or national levels.

Yet, defense alone is insufficient. If we do not "play offense" with equal vigor and savvy, we put ourselves (our leaders and members) in a very reactive position with those in authority or power (principals, district administrators, legislators, educators from departments of education, etc.) "defining the problem," pushing their narrow, "compliance-driven solutions," and "framing the language and terms of OUR success." This leaves others to appear as "experts" and the union and our members as mostly implementers of THEIR ideas. If we do not have a robust offense, we appear as if we are always "against change" and "fighting against bad" vs LEADING change and "fighting for good."

In this provocative, interactive, dialogue-based session participants will talk "offense" via large group, small group, brainstorming, and planning opportunities to learn from each other, as well as the facilitators. What can we do individually and collectively as leaders in our settings to influence change proactively? LOTS!!! Participants will explore and "try on" multiple, authentic large- and small-scale ideas, strategies, tactics, framing language/questions, and collaborative engagement approaches to begin developing, shifting, or continuing to grow themselves as "offensive-minded leaders." Participants will definitely leave with a new mindset and outlook regarding what is possible, along with some powerful plays for their "offensive playbook" to take back to their particular settings!

Presenters: Alan Young and Maddie Shepard

ORG 302 Retaining Excellence: Elevating the Voices of Racially and Ethnically Diverse Members
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

As the nation's diverse student populations increase, it is critical for state affiliates to prioritize participation and retention efforts of diverse educators and members. Retaining excellence can be accomplished through pathways that promote a better sense of belonging, while elevating the voices of racially and ethnically diverse members. During the presentation, participants will learn about a NEA Teaching Fellow's journey of leading with equity through advocacy, organizing, and social emotional intelligence that is transforming the association's practice of membership participation and leadership development. Participants will also have the opportunity to share innovative practices through a roundtable discussion on strategies that elevate the voices of racially and ethnically diverse members. By reimagining how associations can build a sustainable sense of belonging with its diverse population, a stronger association can thrive.

Presenter: Faith M. Sweeney

ORG 303 Turning Hard Knock Lessons into Powerful Punches: Building Our Movement
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

After devastating losses in the Florida midterm election of 2022, there were many profound lessons learned that are worth sharing. These lessons revolve around organizing, mobilizing, and building power. This session is designed to inspire those leaders that have been met with roadblocks, but have the tenacity to keep on fighting. We will engage in best practices on building power through community, engaging in political activism, and communicating with intentionality. The lesson will largely revolve around storytelling. It will be influenced by my journey as the democratic nominee for Lt. Governor of Florida, the pitfalls, the observations, and the way to move forward in a state lacking infrastructure that is regressing in educational equity and opportunity. The session will focus on two domains of the NEA Leadership Competency Framework: advocacy and organizing. It will empower participants through thought provoking activities and discussions that support internal and external relationships and advance their local's strategic priorities. This will naturally flow into the advocacy competency which advances the cause of public education.

The instructor will engage the participants through various modalities in traditional presentation style, while framing the lecture around storytelling techniques. The lesson will require a projector as there will be various artifacts and elements that will be shared through audiovisual presentations. The attendees will be encouraged to ask questions and participate in actions, including a home learning assignment.

The expectation is to give participants access to proven community-building techniques to build coalitions, partnerships, and power. They will understand the process in which goals to advance opportunities for public education can be achieved. This workshop will inspire and bring joy to those educational leaders that are pursuing justice and excellence by building powerful community partnerships.

Presenter: Karla Hernandez-Mats

ORG 304 M and M's and More: Membership Recruitment and Mobilization
Level 2: Mobilizing and Power Building

This interactive session focuses on how to support leaders, engage membership, and mobilize for power. In this session, participants will do a deep dive into the Organizing competency domain,

specifically how to create conditions for continuous association growth and strength. This session is geared for those leaders seeking to build leaders and mobilize members in their association.

Participants can expect table-led and group discussions, as well as innovative techniques to network with diverse groups of education professionals, including community organizations, the media, and elected officials, and to determine ways to assist members with internal and external methods that demonstrate value and respect for all professionals.

Presenter: Constance Higginbotham

**ORG 305 Mobilizing Members: How to Go From <10 to >100 Participants
Level 2: Mobilizing and Power Building**

During this workshop learners will be actively engaged in exploring how to connect with members, especially early career educators, and how to mobilize them to take action. Members will leave with an action plan their local can use in order to communicate effectively with membership, sustain and increase membership engagement, and build leadership capacity, which are paramount for holding a successful organizing event.

Presenters: Melissa Buckley and Kelly Wilson

**ORG 306 Organizing for Action: Winning the Schools Educators and Students Deserve
Level 1: Foundational, Level 2: Mobilizing and Power Building**

The nuts and bolts (in plain speak) of organizing for action when contract bargaining has stalled out.

What you need to know about:

- Pulling back the cloak of secrecy around bargaining
- Lifting up the community through bargaining
- Communication
- Strength in unity
- Contract action teams and roles within the teams
- Planning for major actions

Presenter: Deborah Gesualdo

**ORG 307 Bringing Everyone to the Table: Engaging Every Member in Collective Bargaining
Level 1: Foundational, Level 2: Mobilizing and Power Building**

Collective bargaining gives educators a voice, but how do we get every member involved?

This session will help you strengthen your association and build power during contract negotiations through engaging each and every one of your members through online and offline organizing tactics to win big at the bargaining table.

How can we make members feel part of the process and ensure their voices are heard? How can we bring joy and fun to negotiations? How can all members fight for justice and feel seen in the process? How can we build leaders at the bargaining table? How can we ensure excellence within our bargaining action team to support organizing, actions, and building collective power? These questions and many more will be addressed during this session as we learn how to use and implement strategies to help us negotiate with joy, justice and excellence.

During this session, you will engage with ready-to-use strategies to build up your bargaining action team to invite rank and file members to engage in the process, bring stories to the table, and foster development of leaders to build power during collective bargaining.

Participants will leave with clear goals, strategic plans that rely on data, digital tools and social media for member engagement, and pathways to organizing more effectively and equitably around collective bargaining.

Presenters: Sydney Slifka and Michelle Moehlis



Social and Emotional Intelligence Domain

SEI 300 Trust in a Culture of Collective Responsibility **Level 1: Foundational, Level 2: Mobilizing and Power Building**

In this session, participants will examine, reflect on, and analyze organizational leadership privileges, trust and collective responsibilities. Through an equity lens, participants will determine the benefits and costs of dispensing social capital with collective responsibility on the forefront.

Presenters: Chaka Diop and Tyree Rivers

SEI 301 Using Growth Mindset to Create a Culture of Effort and Success **Level 1: Foundational**

During this session, educators will learn the benefits of creating a Growth Mindset Culture in their school and ways to integrate this theory into the school in a way that best serves their students as well as the school community/workplace.

Educators will be introduced to principle concepts of Growth Mindset such as the power of yet, determination and grit, etc., along with ideas they can implement into programs they are already doing in their school buildings and communities.

Participants will be educated on the profound research about Growth Mindset and they will leave equipped and empowered to lead the creation of a Growth Mindset Culture in their school that will display the strength of educators, highlight the brilliance of students, and provide the community with power to forge a path into the future.

Presenter: Nicole Webster

SEI 302 What Are You Going to Do About It? Microaggression, Racism, Education
Level 1: Foundational, Level 2: Mobilizing and Power Building

Do you know that teachers of color close our classroom doors or whisper in hallways in order to have conversations about racism and microaggressions in schools, unions, and educational spaces?

Well, there is no more need to whisper. In this truly brave space, we will, as the ancestors say “speak the truth and shame the devil,” write, and come up with a plan of action to combat racism and microaggressions in education spaces.

We will look at video case studies and create a constitution on how to foster the brilliance of Black and Brown students in education spaces and defend and protect Black and Brown educators in education and union spaces.

We will also examine important questions, including:

- What should be done when teachers cause harm to Black children?
- How do we incorporate students' cultural backgrounds into classrooms?
- How do we combat “Racial Battle Fatigue” in education and union spaces?
- How do we provide Black joy, Brown pride, fun, or enjoyment in our classrooms, schools, or educational spaces?

Presenters: Sundjata Sekou

SEI 304 Workplace Well-Being: Essentials for Cultivating Community in Our Schools
Level 1: Foundational

Unions have a history of establishing protections for educators to ensure their schools are workplaces in which educators and students are able to thrive. The pandemic has shined a light on the increased educator demands over the past few decades. Educators hustle through the day performing the growing lists of responsibilities like school safety, student mental health, email correspondence, perpetually changing technology, and an increased number of student accommodations. Our workday is underscored with a sense of urgency and magnitude. This workshop will review the impact these intense working conditions and divisive politics have had on educators. Participants will learn about the essentials of workplace well-being and analyze how these essentials translate to education. Participants will engage in activities to elevate educator voice and foster collaboration and connection. The activities will promote well-being and cultivate a sense of community within their association. This workshop will also address the application of well-being to those in leadership positions to develop and sustain their leadership capacity.

Presenter: Lisa Garcia

SEI 305 The School in the Mirror
Level 1: Foundational, Level 2: Mobilizing and Power Building

In this session, attendees will discover various methods to improve relationships on campus with students. Attendees will receive the framework for creating environments to support students' social and emotional well-being. Attendees will also set SMART goals to initiate change on campus to meet the needs of their students. This session will help build safe, healthy, inclusive, and future-focused learning environments for students to thrive. Supportive learning environments must be intentional and affirming to students and employees that attend the educational organization. Character education is the fundamental block that connects learning experiences together. In conclusion, this presentation will provide educators with the steps needed to promote character education by building positive relationships on campus with educators. It will also stress the importance of appropriately reaching students where they are in order to allow them to feel safe and supported on campus.

Presenter: Quentin Lee

**SEI 306 The Science and Art of Mindfulness: Cultivating Awareness and Compassion
Level 1: Foundational, Level 2: Mobilizing and Power Building**

Intended Audiences are teachers, counselors, nurses, classified employees, coaches, administrators, or anybody who is employed by the educational sectors and wants to learn about Mindfulness Practices.

This workshop introduces the research and practices of the mindfulness-based approach to use in the classroom. Mindfulness is neurorestorative brain fitness designed to improve executive function. Mindfulness trains the brain to have focused attention and increased emotional regulation. It is being in the present moment without judgment and without attachment. Mindfulness transforms lives, rewires the brain, provides relief from physical and emotional pain and enhances learning. Mindful practices in the classroom make for a more respectful, tolerant, peaceful learning environment that is essential for the best quality teaching and learning for all students, even those who might be struggling with conflict, trauma, or depression. Teaching our students how to live a mindful life and how to practice meditation gives them a lifelong skill for coping with the pressures of modern life in a turbulent world.

Mindfulness helps teachers and students manage their emotional and mental stress, create well-being, and refresh their energy. It can transform individuals and the classroom climate, while building and nurturing positive interpersonal relationships. It also provides a blueprint for better living, building harmony and peace in the individual, community and society!

Presenters: PheBach, Angela Vu, and Dawn Tran

**SEI 308 Practicing Mental Wellness: Supporting Self-Care, Healthy Boundaries,
Part 2
Level 1: Foundational, Level 2: Mobilizing and Power Building**

This workshop is strengths-based and explores various ways of promoting one's mental wellness. In light of the COVID-19 pandemic, the U.S. has seen a drastic increase in mental health disorders across populations. Participants will explore various mental health statistics (pre-pandemic and currently) as well as ways of coping with such struggles. This presentation will utilize an intersectional lens, acknowledging the various identities (race, ethnicity, gender, sexual orientation, gender identity,

religion, age, socioeconomic status, ability, and more) with which participants come to the table as well as they affect one's experiences. Participants will engage in discussion about their various individual strengths as well as protective factors that can help them endure. This workshop will also provide participants with information about ways of practicing self-care, utilizing coping mechanisms, establishing healthy boundaries, and making themselves available to strive toward their unique full potential. This session will utilize a number of learning modalities including whole-group discussion, paired discussion, story-telling, and video clips, as well as access to various mental health resources. Participants are invited to bring their full selves as they explore ways of promoting mental health and wellness in their schools, worksites, and beyond.

Presenter: Philip McCormick



Strategy and Fiscal Health Domain

SFH 300 The 5-Minute Tax Return and Other Useful Regulatory and Record-Keeping Information
Level 1: Foundational

Did you know that you can do a typical local's tax return in 5 minutes or less? Come to this session and learn just how easy it is to file IRS Form 990-N. In addition to doing a practice return, this session will also cover other helpful regulatory and record-keeping information that every association needs to know and understand.

Presenters: Paula Purdy, Rodney Rowe, and Robert Maleta

SFH 301 Where to Find Grants and Non-Dues Revenue
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

Where do you find non-dues revenue? There are multiple sources and strategies. Join us to explore the options of grants, vendor agreements, and more. Bring your strategic mind, mission-oriented heart, and action-packed energy to make your plan for finding the resources needed to build capacity, engage members, and serve students.

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

SFH 302 Priorities, People, and Planning: How to Develop and Manage a Strategic Plan
Level 2: Mobilizing and Power Building, Level 3: Agenda Driving

Participants will receive tools to create a Strategic Plan that is supported by the budget for their local/state affiliate that reflects the values, priorities and core values of the association, while including diverse voices. Shared leadership will create a culture of team decision makers that turn "I" into "we." Participants will understand the importance of communication and collaboration to gain power for the good of the union. This will lead to quality reflection and course correction when needed.

Presenters: Kimberly Howard, Sherri Schwanz, and Kevin Riemann

**SFH 303 Strategy Development: Putting the NEA Leadership Competencies
into Action in Kansas
Level 1: Foundational, Level 2: Mobilizing and Power Building**

Are you overwhelmed with where to start in doing leadership development? Do you need buy-in from your Association leadership to move it forward? Or are you curious about leadership development as a strategy to build strong locals? In this interactive session, you'll learn from Kansas NEA Staff and member leaders about their more than three-year journey to strategically integrate leadership development across the Association.

By the end of this session, participants will leave with a better understanding of how to form a leadership development team, how to engage members to lead in this work, and how to create a training to implement the leadership competencies in their state. Plan to bring your questions, enthusiasm, and experience as we learn from each other and do strategic leadership development work.

Presenters: Kristy Oborny, Ben Melick, Lynette Wescott, Rex Hull, and Dennis Tabor

**SFH 304 We Lost Payroll Deduction...Now What?
Level 1: Foundational, Level 2: Mobilizing and Power Building**

The session will give state and local associations an overview of the pitfalls and tribulations that happen when the far right succeeds in passing legislation to end payroll deduction for our members. Even after the initial loss of members, there are many other challenges to be addressed.

Presenters: Kym Randolph and Dale Lee

Board Only Session

BOD 003 RA Briefing and Planning Part Two: Working as a Board to Move Work Forward

The NEA Annual Meeting encompasses not only the Representative Assembly, but also all other scheduled activities including open hearings, state meetings, and social events. Participants will engage in conversations about the upcoming RA, address and discuss potential issues, and begin problem solving in their roles as members of the NEA Board of Directors. This predominantly level 3 session connects multiple leadership competencies and is designed to move board members from mobilizing and power building to agenda driving.

Presenters: Ami Pritchard, Terry Burlingame and Anita Kober