



# 2025 NEA LEADERSHIP SUMMIT

PROMOTE. PROTECT. STRENGTHEN.  
PUBLIC EDUCATION:  
THE FOUNDATION OF  
OUR DEMOCRACY!



NEA Summit Leaders



#NEASummit #EdLeaders



The Huntington Place Convention Center  
Detroit, Michigan | March 7-9, 2025





# NEA MISSION VISION VALUES

Adopted at the 2006 NEA Representative Assembly

## The National Education Association

We, the members of the National Education Association of the United States, are the voice of education professionals. Our work is fundamental to the nation, and we accept the profound trust placed in us.

### Our Vision

Our vision is a great public school for every student.

### Our Mission

Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

### Our Core Values

These principles guide our work and define our mission:

**Equal Opportunity.** We believe public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.

**A Just Society.** We believe public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.

**Democracy.** We believe public education is the cornerstone of our republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.

**Professionalism.** We believe that the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.

**Partnership.** We believe partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.

**Collective Action.** We believe individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

# WELCOME TO THE 2025 NEA NATIONAL LEADERSHIP SUMMIT!

Dear NEA Leader:

The National Education Association was founded 157 years ago in Philadelphia, PA, with a mission “to elevate the character and advance the interest of the profession of teaching, and to promote the cause of popular education in the United States.”

During every year that has passed—through every change and challenge, through every congressional session and presidential administration, the purpose of NEA has remained the same: to be the voice of students and educators.

We have not—and we will not—change our vision and our values for public education because of who has been elected to office. We remain united in supporting every student’s access to high-quality, safe, inviting, welcoming, inclusive public schools. Until it becomes a reality across this nation, we will continue to share the dream of a public education system that provides every student with what they need and deserve to step boldly into their brilliance. We will continue to demand that every educator is valued and protected, that they are respected and that they each receive the pay every professional deserves.

One election will never change any of our goals.

We still believe this nation’s 50 million public school students deserve to attend schools that are fully resourced, safe, and welcoming—that they all deserve to learn and grow in a school environment that is steeped in excellence. We must continue to stand willing and prepared to make that belief a reality.

We still know that every student, every educator, and every community deserves to exist in fairness, equity, justice and freedom. We remain willing and prepared to continue to act until those ideals become a reality in every classroom and in every community.

We will continue to fight for candidates who support students, educators, working families, public employees, and our country. We know, that just as they have for decades, our students are relying on us—the educators who serve them—to transform challenge into opportunity.

There is no doubt that the times we find ourselves facing today are among the most difficult many of us have seen. But I know—linked one to the other and standing strong together—we will keep fighting for our students. It’s just what we do.

The upcoming 2025 NEA Leadership Summit will provide each of us with a much-needed opportunity to share, explore, expand and envision as a community of strength and solidarity. Most importantly, the Summit will support our responsibility to gather the tools we need to develop as leaders.

This year’s theme says it all: “Promote. Protect. Strengthen Public Education. The Foundation of Our Democracy.” With these words as our compass, we will gather March 7–9 in Detroit, MI, at the Huntington Place Convention Center.

Together, we will do the work of acquiring the knowledge, skills, and behaviors that form the core of the NEA Leadership Competency Framework: advocacy, communication, governance and leadership, leading our professions, organizing, strategy and fiscal health, plus social and emotional intelligence.

As we continue to fight for what we know is right, let’s embrace every opportunity to develop as a collective and as individuals. This continued commitment to development will sustain us as we continue to uphold our sacred and shared responsibility of reclaiming public education as a common good, as the foundation of our democracy, and then transforming it into something it was never designed to be—a racially and socially just and equitable system that prepares every student, every one, to succeed in this diverse and interdependent world.

That work cannot wait. I look forward to seeing you in Detroit.

Sincerely,



Rebecca “Becky” Pringle



**Rebecca “Becky” Pringle**

*NEA President*



# A MESSAGE FROM THE SUMMIT DESIGN TEAM

Greetings NEA Union Siblings and Guests!

This year's theme *Promote, Protect, Strengthen Public Education: The Foundation of Our Democracy!* reflects our shared commitment to the vital role public education plays in fostering equity, opportunity, and a thriving democracy. As education leaders, we are not only advocates for our profession but also stewards of the values that sustain our communities and nation.

Leadership development is essential to this work. By building your leadership skills, you empower yourself to drive change, inspire others, and ensure the relevance and resilience of public education in the face of ongoing challenges. The knowledge, skills, and abilities you cultivate here will position you to lead in your association, your classroom, and your community with purpose and impact.

During the Summit, you will have the opportunity to engage in competency-based breakout sessions designed to deepen your understanding and strengthen your networks. Additionally, we invite you to reflect on your growth and consider creating a personalized leadership plan to guide your journey beyond the Summit.

This is your time to connect with like-minded peers, share your experiences, and leave empowered to promote, protect, and strengthen the public education system that lies at the heart of our democracy.

Thank you for your dedication to leadership and your commitment to advancing public education. Together, we are ensuring a brighter future for our students, our schools, and our society.

## The NEA Leadership Summit Design Team

### **Princess Moss**

Chair, NEA Vice President, Virginia

### **Carol Bauer**

NEA Board of Director, Virginia

### **Anita Gibson**

NEA Board of Directors, Alabama  
Education Association, Alabama

### **Mark Jewell**

NEA Executive Committee, North  
Carolina

### **Gladys Fatima Marquez**

NEA Executive Committee, Illinois

### **Paula Merrigan**

NEA Board of Director, California

### **Karen Moore**

NEA Board of Directors, Illinois  
Education Association, Illinois

### **Shannon Rasmussen**

NEA Board of Directors, Washington

### **Grant Schuster**

NEA Board of Directors, California  
Teacher Association, California

### **Hanna StClair**

Chair, NEA Aspiring Educator, Oregon

### **Alec Thomson**

President, National Council for Higher  
Education, Michigan



# NATIVE LAND ACKNOWLEDGMENT

## Tribes of the Indigenous People within the United States of America

The National Education Association is committed to honoring the spaces we occupy to advance the work. NEA begins each meeting by acknowledging that we meet on the traditional lands served by Indigenous people. NEA honors America's First People and all elders, past, present, and emerging.

## National American History in Detroit

Detroit, known as Waawiiyaataanong—meaning “where the river bends”—has a rich Native American history. The area was originally inhabited by the Anishinaabe peoples, including the Ojibwe, Ottawa, and Potawatomi nations. In 1701, French explorer Antoine de la Mothe Cadillac established Fort Pontchartrain du Détroit, inviting Native American tribes to settle nearby for trade and mutual protection. By 1704, approximately 2,000 Native Americans lived in villages surrounding Detroit.

Over time, the relationship between Native Americans and European settlers was marked by both cooperation and conflict. In 1807, the Treaty of Detroit resulted in the cession of large portions of land in Southeast Michigan and Northwest Ohio by the Ottawa, Chippewa, Wyandot, and Potawatomi tribes to the United States.

Despite such challenges, Native American communities have maintained a presence in Detroit. In the early 20th century, many Native American families moved into homes along Michigan Avenue. Community leaders organized groups for social and educational activities, including the North American Indian Club (later Association) in the 1940s and the Detroit Indian Educational Center in the 1970s, both of which continue to play active roles in the city.

Today, Michigan is home to twelve federally recognized tribes, with approximately 30,000 American Indians residing in the Detroit metro area, contributing to the city's cultural diversity and development.

For additional information visit – [Native American History in Detroit \(U.S. National Park Service\)](#)

Here are resources to help you educate students honestly and accurately about Native history and the people whose land we occupy.

[Celebrate Indigenous Peoples](#)





# 2025 NEA NATIONAL LEADERSHIP SUMMIT AGENDA-AT-A GLANCE

The complete list of meetings and breakout session descriptions are available on [nea.org/leadershipsummit](https://nea.org/leadershipsummit).  
Please note breakout session are in EASTERN Time (ET).

## THURSDAY, MARCH 6, 2025

3:00 p.m. – 6:00 p.m. ET	Leadership Development Training: First-Year Board of Directors Training <i>(First-Year board members only)</i>	252 A-B
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## FRIDAY, MARCH 7, 2025

9:00 a.m. ET	Registration opens	Atrium
9:00 a.m. – 12:00 p.m. ET	Leadership Development Training: First-Year Board of Directors Training <i>(First-Year board members only)</i>	252 A-B
2:00 – 4:00 p.m. ET	Early Bird Sessions Five concurrent sessions, each focused on increasing awareness of NEA's strategic priorities	410 A, 410 B, 420 A, 420 B, 430 A
5:00 – 6:00 p.m. ET	State Connections Sessions Connect with other Summit participants from your state.	Various (see pg. 17 and app)
4:15 – 4:45 p.m. ET	Presenter's Briefing	Portside Ballroom - Rm 260
6:30 – 8:00 p.m. ET	Friday Plenary Featuring NEA President Becky Pringle	Grand Riverview Ballroom
8:00 – 10:00 p.m. ET	Summit Networking & Social Time <i>(Three, concurrent experiences)</i> <ul style="list-style-type: none"> <li>➤ Summit Mixer</li> <li>➤ Summit Game Lounge</li> <li>➤ Paint and Sip <i>(Pre-registration required in advance)</i></li> </ul>	Exhibit Hall E

## SATURDAY, MARCH 8, 2025

6:30 – 8:00 a.m. ET	Buffet Breakfast	Exhibit Hall D
8:15 – 10:15 a.m. ET	Competency Content Sessions – Block 1	Various (see app)
10:30 – 11:30 a.m. ET	Saturday Plenary Session	Grand Riverview Ballroom
11:45 a.m. – 12:45 p.m. ET	Lunch	Exhibit Hall D
1:00 – 3:00 p.m. ET	Competency Content Sessions – Block 2	Various (see app)
3:15 – 4:15 p.m. ET	Caucus and Council Engagements	Various (see pg. 17)
4:30 – 5:30 p.m. ET	State Connections Sessions Connect with other Summit participants from your state.	Various (see pg. 17 and app)

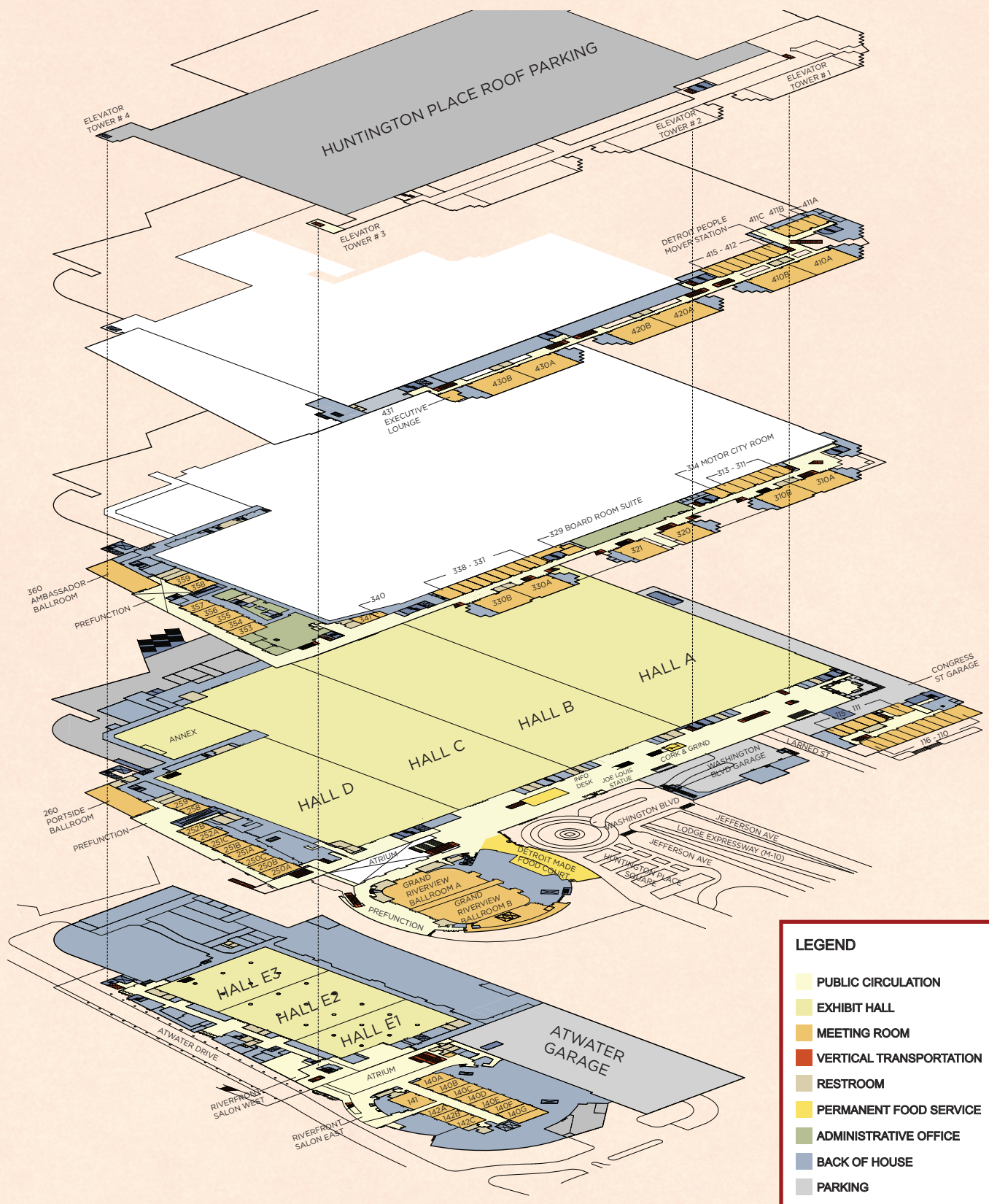
## SUNDAY, MARCH 9, 2025

6:30 – 8:00 a.m. ET	Buffet Breakfast	Exhibit Hall D
8:15 – 10:15 a.m. ET	Competency Content Sessions – Block 3	Various (see app)
10:30 – 11:30 a.m. ET	Closing Plenary	Grand Riverview Ballroom



# SUMMIT VENUE – HUNTINGTON PLACE CONVENTION CENTER

The Huntington Place Convention Center is located in downtown Detroit and serves as the perfect backdrop for this year's NEA National Leadership Summit. With views of the Detroit River and easy access to restaurants, hotels, and cultural attractions, this venue offers a welcoming and energizing space for collaboration and learning.





# NEA NATIONAL LEADERSHIP SUMMIT SPEAKERS



**Rebecca "Becky" Pringle**

*NEA President*

Becky Pringle is president of the National Education Association, the nation's largest labor union. Becky is a middle school science teacher with more than three decades of classroom experience and has distinguished herself as a fierce social justice warrior and defender of educator rights.

NEA president Becky Pringle is an unrelenting advocate for all students and communities of color, and a valued and respected voice in the education arena. Becky is singularly focused on using her intellect, passion, and purpose to unite the members of the largest labor union with the entire nation, and using that collective power to fulfill the promise of public education.



**Princess Moss**

*NEA Vice President*

Princess R. Moss, an elementary school music teacher from Louisa County, Va., is vice president of the National Education Association, the nation's largest labor union. Previously, Princess was NEA secretary-treasurer and had primary responsibility for managing and maintenance of the Association's multimillion dollar budget. At the local, state, and national levels, Princess is a respected, unwavering champion of children and public education. As vice president, she helps to guide the Association's mission of fulfilling the promise of public education to prepare every student to succeed in a diverse and interdependent world.



**Noel Candelaria**

*NEA Secretary-Treasurer*

Noel Candelaria, a special education teacher and former teacher's aide from El Paso, Texas, is the Secretary-Treasurer of the National Education Association, the nation's largest labor union. Noel ranks third among the Association's leadership team. His primary responsibility is managing and maintaining the Association's multimillion dollar budget.

Noel is the first-generation son of Mexican immigrants who instilled within him the value of a quality public education. As a result, Noel learned firsthand about the transformative power of public education, how the influence of one educator knows no limits, and that when woven together the two form a direct pathway toward the American Dream.



# NEA NATIONAL LEADERSHIP SUMMIT SPEAKERS



**Michael Jr.**

*Comedian*

Exceptionally gifted at combining story with thought-provoking life principles, Michael Jr. exhibits what it means to be a comedic thought leader. Using comedy and dynamic storytelling, he brings laughter and encouragement to audiences all over the world as he inspires audiences to discover and activate their purpose. This unique skill set has landed him on stages like The Tonight Show on NBC, TEDx Talks, the feature film War Room and most recently the Funny How Marriage Works Tour.



**Dr. Shawn Ginwright**

*Author*

Dr. Shawn Ginwright is the Jerome T. Murphy Professor of Practice at Harvard Graduate School of Education. His groundbreaking work on trauma, healing, and the empowerment of African American youth has earned him a reputation as an innovator, provocateur, and thought leader in the field of education. His research has been instrumental in reshaping the discourse surrounding youth development. Dr. Ginwright's introduction of the concept of "healing-centered engagement" in 2018 has revolutionized the field, providing an asset based approach to addressing youth trauma and fostering resilience. His work has been cited in the New York Times, and he is a highly sought-after speaker on topics ranging from civic engagement and youth activism to the transformative power of healing.



**Heather Cox Richardson**

*Author*

Heather Cox Richardson is Professor of History at Boston College. She has written about the Civil War, Reconstruction, the Gilded Age, and the American West in award-winning books whose subjects stretch from the European settlement of the North American continent to the history of the Republican Party through the Trump administration.

She is the author, most recently, of the best-selling *Democracy Awakening: Notes on the State of America*. Jane Mayer has called the book "a vibrant, and essential history of America's unending, enraging and utterly compelling struggle since its founding to live up to its own best ideals." Heather Richardson's work has appeared in the Washington Post, the New York Times, and The Guardian, among other outlets.



# NEA NATIONAL LEADERSHIP SUMMIT INFLUENCERS



**Amany Elgendy**  
**@misselgendy**

*English Teacher,  
Lee County School District, FL*

Amany Elgendy is a kindergarten teacher in South West Florida, where she has been teaching for 9 years. She loves to utilize picture books in her classroom to ensure all of her students feel seen. In her roles, she advocates for students to be represented and heard; both inside and outside of the classroom. Amany is part of her local union, and participates heavily in her county, as she continues to amplify teacher voices and teacher rights. Amany is a frequently invited speaker at conferences to provide the unique perspective of being a Muslim teacher in public schools. Amany can be found on instagram @misselgendy.



**Chris Campbell**  
**@neuro\_d\_teacher1**

*NEA Member Influencer, MO*

Chris Campbell is an educator from Missouri. He has worked with NEA on numerous campaigns including [Banned Books Week](#) and our [Back to School Join Campaign](#). In addition to working with NEA, his content focuses on being neurodivergent in the classroom and activism around providing resources for those with ADHD and more.





# GENERAL INFORMATION

The content of this program book and the Summit breakout sessions may be subject to change. Please check [nea.org/leadershipsummit](https://nea.org/leadershipsummit) for updates throughout the Summit.

## State Connection Sessions For Leadership Development

The purpose of this session is to provide leaders with a space to engage with attendees from their respective states. It aims to reinforce the Summit's objectives, facilitate networking opportunities, and offer time for brainstorming and planning for ongoing leadership development after the Summit concludes.

FRIDAY, MARCH 7 – 5:00 pm – 6:00 pm ET

SATURDAY, MARCH 8 – 4:30 pm – 5:30 pm ET

## Caucus and Council Meetings

The Summit offers participants with an opportunity to attend sessions facilitated by leaders of several NEA caucuses and councils, during which they share information about the purpose of the caucus and council leveraging the shared interests of members across multiple communities, interests, and identities.

SATURDAY, MARCH 8 – 3:15 pm – 4:15 pm ET

## Summit Social Engagement

Get ready for a fun-filled evening in the heart of Detroit! Whether you're hitting the dance floor to show off your moves or grabbing a friend for some friendly competition with games like cornhole, dominoes, or Uno, there's something for everyone.

FRIDAY, MARCH 7 – 8:00 pm – 10:00 pm ET

## NEA Governance Policy Resource Center

Prior to the Summit, attendees were invited to a pre-Summit webinar, led by chairs of three of NEA's internal policy mechanisms: the NEA Strategic Plan and Budget Committee, Legislative Committee, and Resolutions Committee. These committees provide an opportunity for direct member input which shapes the direction of the union. Even if you missed the webinar, you can still add your voice. Visit the NEA Policy Resource Center online at [www.nea.org/policyresourcecenter](https://www.nea.org/policyresourcecenter) to access key policy documents like the Resolutions, Legislative Program, and biennial Strategic Plan and Budget, all developed with member input and adopted by the NEA Representative Assembly. The site also offers background on standing NEA committees responsible for policy review and revision. Additionally, the platform enables direct communication with committee leaders, allowing you to ask questions, share ideas, and recommend changes to Association positions and activities.

## Help Build Our Leadership Brand Via Social Media!



During and after the Summit, help us to amplify our impact by sharing your experience on social media platforms. Be sure to include the hashtags: #EdLeaders and #NEASummit. When you share, you broaden our reach and help increase awareness of the Summit.

## Summit Facebook Page & edCOMMUNITIES Group (NEA Leadership Summit Activists)

As a Summit participant, you now have access to two virtual communities that allow you to expand your experience, network, get support, and continue your leadership journey beyond the Summit.

The "NEA Leadership Summit Activist" is a virtual community on NEA's learning experience platform, otherwise known as edCommunities. To join, visit: <https://www.mynea360.org> and search for "NEA Leadership Summit Activists".

We have also created a group for past and future Summit participants on Facebook. This is a closed group, "NEA Summit Leaders." We invite you to request to join – [facebook.com/groups/neasummitleaders](https://facebook.com/groups/neasummitleaders)

## Photography, Audio, Video Recordings

Photography, audio, and video recordings will be taking place in the NEA National Leadership Summit space for journalistic and NEA marketing purposes. By your presence, you are consenting to the use of your likeness for these stated purposes. If you choose otherwise, please email [leadershipsummits@nea.org](mailto:leadershipsummits@nea.org) with a photograph of yourself.



# LEADERSHIP COMPETENCIES

NEA's Leadership Competencies Guide is available online at [nea.org/leadership-development](https://nea.org/leadership-development)





# NEA LEADERSHIP DEVELOPMENT VISION

The vision of the NEA Center for Governance Leadership Development Team is to deepen the Association's collective understanding of leadership development and what it means to be a "NEA Leader." We view the development of education activists and leaders as a major strategy for enhancing organizational capacity throughout the NEA enterprise. The team will know it has been successful when it has accomplished the following:

- NEA has a defined leadership brand that equips educators to lead and create systemic change in public education.
- The NEA Leadership Competency Framework has been adopted and integrated at every level of the Association.
- The development of leaders is embedded into every action, campaign, conference, convening, program and project.

## Where to turn for Leadership Development Resources

[nea.org/leadershipdevelopment](https://nea.org/leadershipdevelopment)

## Leadership Competency Self-Assessment(s)

The NEA Leadership Competency Self-Assessments were designed to help NEA leaders identify their own areas of strength, as well as areas where they can improve. Individuals are strongly encouraged to complete the self-assessments often.

[nea.org/leadershipdevelopment#selfassessment](https://nea.org/leadershipdevelopment#selfassessment)

## NEA National Leadership Summit

NEA's annual National Leadership Summit helps to develop activist leaders and prepare them with the knowledge, skills, and abilities necessary to lead relevant, thriving associations and to lead in their professions. Our unified, strategic, and interdisciplinary approach to leadership development reinforces and supports key leadership competencies in seven strategic areas.

[nea.org/leadershipsummit](https://nea.org/leadershipsummit)

## Personal Leadership Development Guide (Template)

The Personal Leadership Development Guide (template) is intended for individual educators who are curious about their leadership and are ready to start their journey towards self-awareness to become stronger Association leaders (elected or non-elected) and stronger professionals. [nea.org/leadershipdevelopment](https://nea.org/leadershipdevelopment)

## Teacher Leadership Competencies

The NEA Teacher Leadership Competencies, developed for the Teacher Leadership Institute, are a resource for identification, reflection, guidance, and inspiration for classroom practitioners. The NEA Leadership Competency Framework was used in the development of these competencies which can be used as guideposts for professional growth.

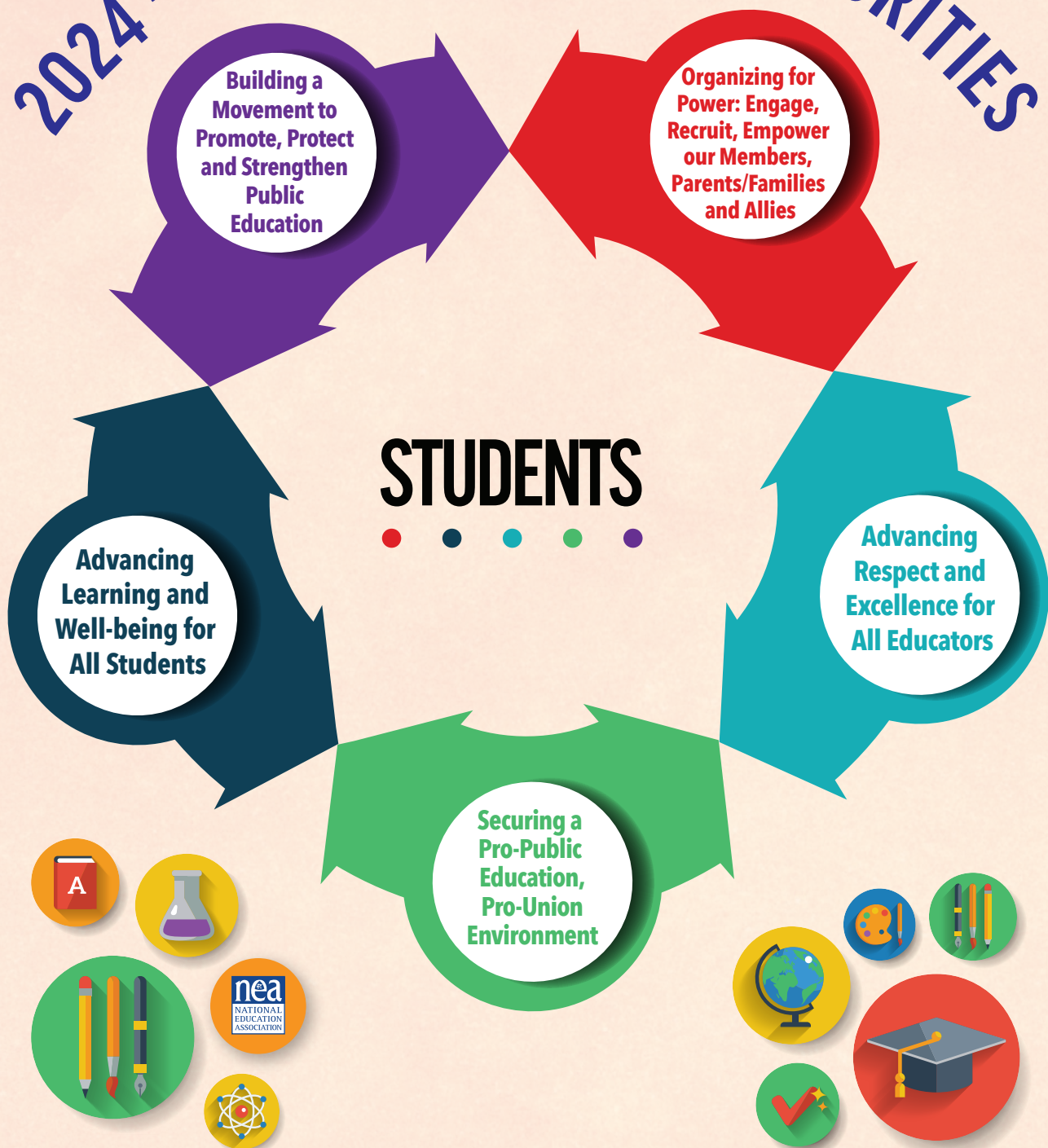
[nea.org/resource-library/nea-teacher-leadership-competencies-foundational-competencies](https://nea.org/resource-library/nea-teacher-leadership-competencies-foundational-competencies)

## Education Support Professional (ESP) Professional Growth Continuum (PGC)

The PGC serves as a 'map' of how Education Support Professionals (ESP) can grow professionally, by bridging the gap between current practice and a vision for a system of support that recognizes ESP as vital partners in student success. The NEA Leadership Competency Framework serves as a foundation for, and aligns with, the PGC to define the ESP the competencies they need to begin to accelerate their professional growth. [nea.org/professional-excellence/professional-learning/esps/continuum](https://nea.org/professional-excellence/professional-learning/esps/continuum)



# 2024 - 2025 NEA'S VISION PRIORITIES





# NEA'S VISION PRIORITIES 2024-2025

Within NEA's Strategic Plan and Budget, the association will prioritize the following efforts to advance the Strategic Vision\*. NEA will partner with leaders, affiliates, members and allies to impact these priority areas ensuring that racial/social justice-based strategies and tools are foundational to our approach. In advancing these priorities, the association will do so in a manner that maximizes member engagement and enhances our "for members, by members" strategic approach to our work.

## **Building a Movement to Promote, Protect, and Strengthen Public Education**

Work in this priority will build an activated and mobilized network of pro-public education champions, from families and other community activists to leaders across government and other sectors of our society and economy to execute a campaign for public education.

## **Advancing Respect, Excellence, and Support for All Educators**

Work in this priority will lead changes to the public education system that create a professional environment for ALL educators, no matter their job category, race, gender, or sexual orientation. These changes focus on advocating for and building respect for the professions by improving and expanding professional compensation and security, working conditions, collective bargaining rights, educator voice and autonomy, and the freedom to teach.

## **Advancing Learning, Success, and Well-Being for All Students**

Work in this priority seeks to ensure that ALL students have access to well-resourced, inclusive, diverse, safe, experiential-based, accessible, greener, more modernized learning environments that provide a well-rounded, excellent education for every student.

## **Organizing for Power: Recruitment, Retention, Engagement, Empowerment, Mobilization of Our Members, Parents/Families and Allies**

Work in this priority (done in partnership and alignment with our affiliates) will build our capacity and strengthen our organizing infrastructure through the cultivation, activation, and mobilization of our members and their networks, using member engagement, retention and recruitment strategies as well as the establishment of pathways designed for them to be empowered to lead in their school systems and the broader community. Increase the capacity of locals to be action-ready and/or strike-ready to mobilize the community in support of educators and students.

## **Securing and Supporting a Pro-Public Education, Pro-Union, Environment**

Work in this priority will build a sustainable pro-public education, pro-union legislative environment by electing (and re-electing) pro-public education, pro-union decision-makers to every branch of government, all around the country, and at every level of government, and preparing elected leaders to create and pass pro-public education policy.



# EARLY BIRD SESSIONS (To Advance NEA's Strategic Vision Priorities 2024-25)

**Friday March 7, 2025 • 2:00–4:00 p.m. ET**

Five concurrent sessions, each focused on increasing awareness of NEA's strategic priorities

## **Movement-building through the Public School Strong Model: Lessons Learned and How You Plug in**

Public school systems across the country have long been a battlefield for competing visions of society. Recent attacks on Critical Race Theory (CRT) and LGBTQ+ people in schools are part of a well-funded, long-term effort to discredit, dismantle and privatize public education and with it, the very notion of public goods. Extremists and their wealthy backers want to destroy public schools because, if they are thriving and equitable, this challenges white supremacy and elite power.

Public School Strong (PSS) is a national campaign that builds power starting locally, so that every student – regardless of zip code, race, gender, or ethnicity – can have equitable access to quality, fully funded public schools. Initially developed by HEAL Together North Carolina in the spring of 2023, PSS has expanded to have participants from all 50 states and statewide organizing committees in more than a dozen states. This interactive session is designed for individuals, grassroots groups and allied organizations to explore this model and how to plug in.

**Learning Lead(s):** Asma Elhuni, James Haslam, Adriane Dorrington

**Location:** 410 A

## **Union Led Professional Learning: Exploring NEA's Learning Management System**

Join us for a two-hour session to discover how NEA's Learning Management System (LMS) supports educator growth and development. Explore NEA's Independent Learning and Blended Learning courses and see how the Arizona Education Association (AEA) is leveraging its portal to deliver professional learning opportunities for members. Hear from a panel of other state affiliates using the NEA Learning Management System to lead professional learning in their states.

**Learning Lead:** Brandy Bixler

**Location:** 410 B

## **The Building Blocks of Power: Becoming Action-Ready in Your Local and State Affiliate One Worksite at a Time**

In this session, participants will learn what it means to lean into leadership as an organizer by assessing their affiliate's "action-readiness" using tools and resources from the NEA's Year-Round Organizing campaign and set goals for the steps to readiness by worksite. A virtual "tour" of the NEA's organizing resource library will help participants locate and share resources that increase local capacity to win on issues important to members and potential members.

**Learning Lead:** Vicki C. Rodriguez

**Location:** 420 B

## **Building Safe, Healthy, Inclusive & Future-Focused Learning Environments for Every Student**

Often, when policy decisions are made that directly impact a student's learning environment, the educators who directly work within those learning environments aren't at the table (in spite of laws requiring them to be). In this interactive priority pre-session, participants will gain knowledge and understanding of major school-related policy priorities and uncover pathways to engage in the passage and implementation of those policies. Leaders will engage in issues such as the future of assessment, artificial intelligence (AI), disability rights and inclusion, climate and environmental justice, social/emotional learning, health and safety issues like gun violence and student cell phone usage, family engagement, and more.

Participants will engage around these issues; grow their knowledge; receive tools and resources; discuss advocacy for the development and/or the revision of student-centered policies and the implementation of those policies; and leave with their own plan of how they will take action on the most pressing issues facing them when they return home. Join us to learn how to leverage policy for wins for every student!

**Learning Lead(s):** Christine DonFrancesco, Elic Senter, Justin Thompson

**Location:** 420 A



## Going Local to Win Power: Building Effective School Boards Before, During, and After Election Day

Our political climate is continuing to make school board elections critical for promoting, protecting, & strengthening public education. Effective advocacy must start before and continue after Election Day. Join us to hear successful case studies and resources available to help you and your local association elect pro-public education school board candidates and create policy wins for students and their educators.

Learning Objectives: By the end of the workshop participants will understand:

- Who is holding power on our school boards and the policy trends we are seeing
- How to be effective political advocates in their Local Association
- Key Principles for organizing their community & membership to elect pro-public education school board member & advance a policy agenda
- Where to go for policy guidance and training resources for School Board members
- Best Practices and where to find resources on Candidate Recruitment and Coalition Organizing for School Board elections

**Learning Lead:** Mary Kusler

**Location:** 430 A

### State Connection Session Locations

STATE	ROOM	STATE	ROOM	STATE	ROOM
Alabama	414 A-B	Kentucky	116 A-B	North Dakota	332
Alaska	113 A-B	Louisiana	111 A-B	Ohio	410 A
Arizona	430 A	Maine	333	Oklahoma	411 C
Arkansas	112 C-D	Maryland	320	Oregon	420 B
California	321	Massachusetts	420 A	Pennsylvania	140 C
Colorado	112 A-B	Michigan	140 D	Rhode Island	338
Connecticut	358	Minnesota	114 A-B	South Carolina	111 A-B
Delaware	251 C	Mississippi	111 A-B	South Dakota	312 B
Federal	353	Missouri	140B	Tennessee	359
Florida	251 B	Montana	252 A	Texas	354
Georgia	412 A-B	Nebraska	337	Utah	411 B
Hawaii	251 A	Nevada	334	Vermont	250 B
Idaho	357	New Hampshire	312 A	Virginia	250 A
Illinois	140 A	New Jersey	260	Washington	258-259
Indiana	411 A	New Mexico	113 C	West Virginia	115 A-B
Iowa	413 A-B	New York	336	Wisconsin	250 C
Kansas	356	North Carolina	355	Wyoming	252 B

### Caucus and Councils Engagements

CAUCUS/COUNCIL	ROOM
National Council for Education Support Professions (NCESP)	330 B
National Council for Higher Education (NCHE)	258-259
National Council of Urban Education Associations (NCUEA)	320
NEA American Indian/Alaska Native Caucus	250 A
NEA Asian & Pacific Islander Caucus	252 A
NEA Black Caucus	410 A
NEA Lesbian, Gay, Bisexual, Transgender, Queer+ Caucus	321
NEA Hispanic Caucus	420 A
NEA Aspiring Educators	250 B
NEA Women's Caucus	410 B
NEA-Retired	330 A



# Reflection Sheet – 1

## Friday, March 7, 2025

Jot down your notes and ah-has. Let's start putting together your Leadership Journey.

**Session Title** \_\_\_\_\_

**What perspectives or strategies from today's sessions can you use to:**

- Enhance your role as an advocate for educators and students, particularly in regard to NEA's priorities?

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- Support and expand the efforts of your state and local affiliate leadership.

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**What steps can you take to maintain and grow relationships built today to ensure ongoing collaboration and support within your state?**

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**Amplify Your Voice – Share your experience using our social media platforms.**



NEA Summit Leaders



#NEASummit #EdLeaders



# SESSION DESCRIPTIONS | BLOCK 1 | SATURDAY, MARCH 8, 8:15–10:15AM ET

**ADVOCACY:** Advances the cause of public education through social justice and how it benefits our students and members' professional needs and rights.

## ADV100 Asian Americans and Pacific Islanders (AAPI) History: Perseverance and Resilience in the Face of Adversity

**251 A** Asian Americans and Pacific Islanders (AAPI) are often overlooked in discussions about racial bias in the U.S. and fall victim to unique stereotypes, including the “Myth of the Model Minority” and “The Perpetual Foreigner.” This 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 diversity, equity, and inclusion (DEI) best practices.

*Learning Lead(s):* Linda Matsumoto

## ADV101 Advocating for Inclusive Education: The Successful Strategies of Today's Freedom to Learn Movement

**250 A** This session will focus on the various social and racial justice-focused strategies NEA leaders can implement to push back against attacks on inclusive education and the freedom to learn. We will focus on educator and student rights, legal protections, and how educator-leaders can advance current legal strategies. The session will also focus on the successful advocacy, organizing, and community education strategies that educators, students, and other public school advocates are using across the country.

*Learning Lead(s):* Danielle Davis, Stephanie Luongo, Shilpa Reddy

## ADV102 Advocating for Marginalized Students and Educators – Creating Brave Spaces

**250 C** This session will encourage attendees to use advocacy and educational tools to help create protective learning environments for marginalized students and educators, particularly those who may be part of the LGBTQIA+ community. Participants will develop advocacy tools to create learning and working environments that are equitable and provide protection against discrimination and harassment.

*Learning Lead(s):* Kirsten Frazier

## ADV103 Fight for Your Rights: How to Advocate for Your Colleagues, Your Students, and Your Community

**258-259** Now more than ever, it is imperative that you advocate for your interests. But how do you go about it? We will teach you the skills you need to talk with elected officials at the local, state, and federal levels about issues that are important to you, your colleagues, your students, and your community. We will show you how to prepare for the meeting, what to ask for, how to build relationships, and what you can do to become a trusted advocate and resource to those officials over time.

*Learning Lead(s):* Kim Trinca, Meg Gruber, Marc Egan

## ADV104 Bargaining for the Common Good

**250 B** Across the country, NEA affiliates are rethinking bargaining and advocacy and expanding their demands to include economic, social, and racial justice. This session focuses on strategies to build power and fight for the common good. Participants will be given the opportunity to reflect on their own local circumstances and challenged to consider how these types of strategies might be implemented in their local for impact in their schools and communities back home.

*Learning Lead(s):* Brian Beallor

## ADV105 Building Bridges: Centering Diversity in the Classroom

**251 C** This session will emphasize ways educators can center diversity in the classroom in order to ensure all students are welcome. Participants will be led through a diversity activity.

*Lead(s):* Matthew Callahan, Jaylee Collier, Kiah Randall, Audrey Gilbert, Alyssa Hayden, Jasmine Meadows



## Block 1 (CONTINUED)

**ADVOCACY:** Advances the cause of public education through social justice and how it benefits our students and members' professional needs and rights.

### ADV106 Building Bridges: Strengthening School-Family Engagement

- 251 B** Building relationships with parents, families, and community members is essential to promoting, protecting, and strengthening public education. This session is designed to help member-leaders reflect on one of the key elements of relationship-building and engagement. Participants will explore effective and ineffective engagement practices and discuss communication methods and other strategies to engage parents, families, and community members in advocating for public education.
- Learning Lead(s):* Cherie Feemster, Jocelyn Hill-Morrison

### ADV107 Creating Change through Social Justice

- 252 A** Interactive exercises highlight the connection between social justice issues and education practices and policies. Participants will explore the levels and types of social oppression and how those play out in their work settings. They will use examples of the "Five Faces of Oppression" to identify ways to combat social oppression at the individual, institutional, and societal levels. The session ends with an introduction to four social justice principles and an action-planning activity.
- Learning Lead(s):* Jackie Wooten, LaVeta Weatherington

### ADV108 Empowering LGBTQ+ Educators in an Ever-Changing Landscape

- 252 B** Members of the LGBTQ+ community educate in classrooms across the nation, whether they're "out" or not. In this divisive climate in the United States, 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.
- Learning Lead(s):* Anthony Pennock, Angie Powers

**COMMUNICATION:** Builds an integrated communications strategy that drives the goals of our professions.

### COM100 Winning Contract Negotiations Through Strategic Communications

- 140 A** Contract negotiations are fought—and won—at the bargaining table and in the court of public opinion. Effective communication strategies can significantly influence outcomes and help secure favorable tentative agreements for union members. This interactive training session will use real-world case studies and hands-on practical exercises to empower participants with the tools and techniques needed to shape a winning narrative and drive public support before, during, and after negotiations.
- Learning Lead(s):* Bridget Shanahan, Staci Maiers

### COM101 Winning Messages and Tactics Against Anti-Public Education Forces and Disinformation

- 140 B** In this interactive session, participants will learn the tools and tactics to win and develop an effective messaging and response plan to combat misinformation and disinformation without compromising their values.
- Learning Lead(s):* Miguel Gonzalez, Katherine O'Connell

### COM102 Say What?! Fundamentals of Great Public Speaking

- 140 C** Does speaking in public send you into a panic? This session will help you master the fundamentals of being a great public speaker. Great for beginners or those who are looking to polish their skills, this session will help you beat the nerves, defeat the "umms," and feel more comfortable speaking in front of audiences large and small.
- Learning Lead(s):* Brian Washington



**COMMUNICATION:** Builds an integrated communications strategy that drives the goals of our professions.

**COM103 Boomers, Xers, Millennials, and Zers, Oh My!: Exploring Ways to Use Situational Savvy While Leading**

140 D

In this session, participants will use photos, music, and movement to explore their generational identity. They will create a visual narrative using identity maps to develop insights into their thoughts, feelings, opinions, and biases regarding generations in the workplace. This session will help participants understand how they can use situational leadership to connect, communicate, and lead multiple generations.

*Learning Lead(s):* Katreca Neale, Angela Addison-Void

**GOVERNANCE/LEADERSHIP:** Sets the mission and establishes strategies necessary for a relevant and thriving organization; empowers, motivates, and fosters a pipeline of talent for the future.

**GOV100 A Community School Blueprint for Sustainability**

357

In this session, participants will review key factors necessary to build a successful community school and discuss critical elements that promote sustainability. Participants will gain strategies to work hand and hand with community, state, and national partners to support the expansion of the community school vision.

*Learning Lead(s):* Jay Howard-Brock, Arnetta West, Dana Brown

**GOV101 State Presidents Only: Leading with Awareness and Conscious Choice - Part 1**

356

Participants will explore how their thoughts and emotions directly influence their actions, often without conscious awareness. Using the Energy Leadership framework, you'll uncover how you "show up" in both optimal and stressful situations. You'll learn: 1) Practical tools to recognize your energy levels and identify the underlying patterns that drive your responses and 2) strategies to make conscious choices that align with your values and serve your goals instead of being driven by stress and habit.

*Learning Lead(s):* Andrea Walker

**GOV102 Building Representative Training for New and Experienced Reps**

355

Are you a new association building rep or a rep who needs a refresher on representing members? Participants will review the responsibilities and expectations for being an association building representative. We will focus on the many hats a building representative wears: organizer, communicator, leader, advisor, and contract enforcer. We'll discuss communication best practices, designing effective building meetings, member representation, and the support available to you as a representative.

*Learning Lead(s):* Lorelei Mobley

**GOV103 Empower, Engage, Energize: Distributive Leadership To Combat Burnout and Revitalize Education**

330 B

Participants will deepen their understanding of distributive leadership by learning strategic advocacy skills and developing sustainable solutions to enhance educational communities. During this session, educators will engage in sharing experiences as educators, coaches, and leaders. Attendees will leave with renewed energy and actionable insights to combat burnout and drive positive change. This session promises to be a catalyst for revitalizing education through empowered leadership.

*Learning Lead(s):* Amanda Thompson, Veronica Hall

**GOV104 Empowering Locals with AI: How AI Can Strengthen Our Union**

320

Join us for an inspiring session where you'll explore the world of artificial intelligence (AI) and its transformative potential. Participants will discover a variety of AI tools, discuss ethical considerations of AI, and learn innovative strategies to leverage AI for enhancing local initiatives. Whether you're looking to improve member services, streamline operations, or drive change, this workshop provides the insights and skills you need.

\*Bring a device for interactive, hands-on practice throughout the session.

*Learning Lead(s):* Lindsey Weatherby, Angie Powers



## BLOCK 1 (CONTINUED)

**GOVERNANCE/LEADERSHIP:** Sets the mission and establishes strategies necessary for a relevant and thriving organization; empowers, motivates, and fosters a pipeline of talent for the future.

### GOV105 Engaging New Leaders Through Union Mentorship

321

This session will explore how a 400-member local failed their way to a leadership development program that works for them and revived a stagnant local in the process.

*Learning Lead(s):* Angela Garcia

### GOV106 Expanding ESP Leadership: Taking Your Seat at the Table

330 A

ESPs are essential members of any union leadership team, but they often experience challenges getting elected. In this session, we will explore leadership opportunities available for ESPs at the local, state, and national levels. We will share resources offered through NEA and how to use them to grow ESP leadership skills. We will discuss strategies that can help empower others to lead, considerations in running for an elected leadership position, and successful tactics for getting elected.

*Learning Lead(s):* Debra Ward-Mitchell, Saul Ramos

### GOV107 From Member to Advocate: A Journey in Union Leadership

332/333

Come join a local union board member to explore the journey from active union member to leader and advocate. Participants will reflect on their strengths as leaders and their roles in the local union. They will also explore union work to engage with and create plans to enhance their union participation. By developing and sharing a "union why," reflecting on experiences and leadership qualities, and mapping out individual journeys, we'll empower one another to take meaningful action in local union work.

*Learning Lead(s):* Karl Kidd

**LEADING OUR PROFESSION:** Advocates for quality inside our professional and promotes our union's role in advancing education transformation and student learning.

### LOP100 Coaching as a Leadership Pathway

359

Leadership isn't merely about authority; it's about empowering others. When experienced educators take on the role of a coach, they practice key leadership skills, including active listening, empathy, problem-solving, and the ability to inspire growth. Coaching requires providing constructive feedback and modeling resilience, which strengthens the coach's own leadership capabilities. It shifts the focus from individual success to collaborative growth, fostering a culture of shared development.

*Learning Lead(s):* Becca Hall, Reece Jacobsen, Claudette Pierre, Nicole Nelson

### LOP101 Decolonizing Curriculum and Abolitionist Teaching

360

In this session, we will explore how to decolonize curriculum through a framework based on real history, beginning by teaching how we got to where we are. Topics will include capitalism, gentrification, identity, civic processes, and how with knowledge comes the power to shift culture, competency, and action.

*Learning Lead(s):* Turquoise LeJeune Parker

### LOP102 Empowering Educators to Create Inclusive and Affirming Environments

338

Leaders will explore the concept of presuming competence, emphasizing the importance of making the least dangerous assumption about people with disabilities. Leaders will develop skills and mindsets to adopt an asset-based approach when working with students with disabilities, focusing on recognizing and leveraging their unique strengths. We will also address the significance of disability language choices, discussing person-first and identity-based language and how language shapes perceptions.

*Learning Lead(s):* Traci Arway, Jennifer Curran



**LEADING OUR PROFESSION:** Advocates for quality inside our professional and promotes our union's role in advancing education transformation and student learning.

**LOP103 Engaging New Educators through a Retention and Growth Initiative**

**358** Teacher retention is a growing concern across the nation. In this session, participants will learn how the implementation of hands-on learning, peer-led workshops, mentorships, administrator support, and a professional network can help to improve teacher retention rates by navigating challenges, sharing ideas, and growing together. The session highlights how a holistic approach to teacher retention and growth ensures that new educators build confidence, skills, and connections for long-term success.

*Learning Lead(s):* Bonnie Garrett, Princess Jones, Lynette Alexander

**LOP105 Expanding ESP Growth and Power Through Union-Led Professional Learning Programs**

**354** In this session, NEA Education Support Professional Quality (ESPQ) staff will provide data and resources that locals and members can use to expand and enhance their ESP membership and internal capacity. Participants will engage in a collaborative learning experience, sharing successful practices and innovative programs ESPQ is currently implementing to support and boost ESP membership and grow new leaders.

*Learning Lead(s):* Amber Parker, Lisa Connor

**LOP106 Making the Grade: Advancing Equity in Grading (2-part session)**

**353** In this interactive workshop, educators will explore strategies to make grading practices more equitable and fairer for all students. Participants will engage in discussions, activities, and reflections to understand the impact of traditional grading systems and discover alternative approaches. During our activity, educators will experiment with various grading policies and compare their effectiveness in fostering fair learning environments that uplift the profession and student success.

*Learning Lead(s):* Christine DonFrancesco, Tony Martinet

**ORGANIZING:** Mobilizes to influence successful organizing outcomes, strengthen internal and external relationships, and membership capacity; recruit and identify new members and potential leaders in the Association.

**ORG100 101 Ways to Energize Your Chapter and Build Power**

**410 A** Overcoming organizing challenges within your own chapter can be difficult; sometimes, members feel like, "We've been there, done that," and it didn't work. Educators will share their challenges in building internal capacity, so we can brainstorm creative (the ideas) and innovative (the execution) ways to overcome chapter paralysis. With 101 different examples of how union members have built power through new ideas and initiatives (plus ideas generated in the room), participants will leave invigorated!

*Learning Lead(s):* Sean Ferguson, Karmen Lee Ortloff

**ORG101 Bringing Everyone to the Table: Educating and Engaging Members in Collective Bargaining**

**410 B** Collective bargaining gives educators a voice, but how do we get every member involved? This session will help you win big at the bargaining table. Learn how to strengthen your association and build power during contract negotiations by creating a messaging plan and engaging each of your members through online and offline organizing tactics.

*Learning Lead(s):* Michelle Moehlis, Sydney Slifka

**ORG102 Building a Center for Educator Wellness and Learning (CEWL)**

**411 A** South Carolina has built a template for professional learning that can be replicated in other states. It is called The Center for Educator Wellness and Learning (CEWL). Come learn how CEWL was developed into a national model for supporting the inner and outer lives of educators. Learn about livestreams, retreats, documentary series, and member-led content as well as the CEWL Induction Institute and other effective and innovative strategies to help recruit and retain members.

*Learning Lead(s):* Todd Scholl, Marcella Wine-Snyder



## Block 1 (CONTINUED)

**ORGANIZING:** Mobilizes to influence successful organizing outcomes, strengthen internal and external relationships, and membership capacity; recruit and identify new members and potential leaders in the Association.

### ORG105 Building Your Brand: Easy Strategies to Increase Association Engagement and Communication

- 411 C** How do you want to present your association? How can you communicate your association's message? Do you need a boost in engagement within your association? Branding is an effective way to let others know who you are and what you do as an association. This session will teach participants how to use skills to create a brand for their association, while also providing strategies and examples of ways to use their brand to improve engagement and communication within their association.
- Lead(s):* Chelsea Miles

**SOCIAL-EMOTIONAL INTELLIGENCE:** Understands the knowledge, skills, attitudes, and behaviors that create healthy identities, manage emotions and achieve personal and collective goals; demonstrates ability to feel and show empathy, establish and maintain supportive relationships, and make responsible, caring decisions.

### SEI100 I Can't Hear Without My Glasses: Leading with Psychological Safety\*

- 140 F** Often, leadership is focused on developing externally oriented knowledge and skills—developing policy, adopting new pedagogy techniques, implementing new technology, and changing the curriculum. At times, we can get lost in the tick-the-box culture of production with the hope that human aspirations and human flourishing will come. In valuing the external production side of the paradox, that is, while there is an interplay between the two, it is the inner life, our identity, and integrity that propels us to find our voice, elevate good ideas, and call out organizational barriers that impede shared goals. This session will focus on developing and synergizing inner and outer leadership awareness.
- \*Participants who attend this session will be a part of a post-Summit virtual cohort that will extend through early June.*
- Learning Lead(s):* Velma Cobb

### SEI101 Avoiding Burnout: Strategic Self-Care

- 260** During this experiential session, attendees will learn about the data behind the “burnout” of education professionals. We will share real examples of how slight changes in daily routines have led to increased self-compassion, positive school environments, and better student outcomes. We will take a self-assessment to understand our warning signs for burnout, secondary trauma, and compassion fatigue. Everyone will leave with practical strategies for improving mental health and emotional well-being.
- Learning Lead(s):* Taraja Shephard-Allen, Angel Dyer Sanchez

### SEI103 Taiji for Movement Work

- 420 A** The session will utilize the mindfulness-based techniques of the Taiji system to help participants learn techniques to calm and strengthen their minds and bodies. The session will be a series of either standing or seated postures (depending on the abilities of each individual) that help regulate the nervous system and balance the physical body and the emotions of the participant. One goal of this contemplative practice of self-care is to help participants develop trauma-informed practices.
- Learning Lead(s):* Chalene Jones

### SEI104 Collective Well-Being and SEL for Educators

- 420 B** Self-awareness and individuality are essential to educators' health. In this session, we will explore the U.S. Surgeon General's Framework for Workplace Mental Health and Well-Being and learn the social and emotional skills the framework says are necessary to support the emotional, mental, and physical well-being of adults so they can create supportive, healing, learning spaces for students.
- Learning Lead(s):* Eboni Rucker



**SOCIAL-EMOTIONAL INTELLIGENCE:** Understands the knowledge, skills, attitudes, and behaviors that create healthy identities, manage emotions and achieve personal and collective goals; demonstrates ability to feel and show empathy, establish and maintain supportive relationships, and make responsible, caring decisions.

<b>SEI105</b>	<b>Create Workplace Sanity: Embrace Uncertainty &amp; Muster Courage</b>
<b>413 A-B</b>	<p>When we lead in a space, the agenda is only part of the story. It is time to pause, notice, and become curious about the unwritten story. Reimagine workspaces guided by NEA's Social and Emotional Intelligence Competency and the Six-Circle Model. When we courageously harness reflection, empathy, and relationship-building, we allow the unwritten story to surface and transform our workspace practice and culture.</p> <p><i>Learning Lead(s):</i> Jennifer Locke, Brandy Bixler</p>
<b>SEI106</b>	<b>Creating Harmonious Spaces through Advancing Leader and Educator Social and Emotional Intelligence</b>
<b>112 A-B</b>	<p>To create harmonious learning environments for students and adults, leaders and educators need to nurture their skills, knowledge, and practices (individual and organizational) to enhance school and community culture. In this session, participants will engage with content and a series of tools to build organization-wide systems that nurture and apply individual skills and center humanness in teaching and learning.</p> <p><i>Learning Lead(s):</i> Stephanie Johnson, Nick Yoder</p>
<b>SEI107</b>	<b>Dismantling Disabling Environments With Your Leadership Skills</b>
<b>414 A-B</b>	<p>As a leader, do I possess skills to promote equity and justice for all students and staff? The Disability Rights Resource Cadre provides information to answer that question and help you make an impact in your school or local. Through discussions and activities, you will gain knowledge about becoming a more inclusive educator by challenging biases, undoing ableism in our school systems and adopting an asset-based mindset to ensure that our schools and locals are accessible and inclusive for all.</p> <p><i>Learning Lead(s):</i> Tresina Alvested, Phyllis Schwartz</p>
<b>SEI108</b>	<b>Educator Mental Health Matters</b>
<b>113 C</b>	<p>This research-based session will discuss the self-efficacy of educators who frequently deal with work trauma. We'll focus on educators who work within the marginalized student population and the specific challenges that come with serving those students. How are states and/or local entities supporting those educators during times of trauma? What SEL systems are in place for teachers? The session will provide research to support the need for more reform and for SEL to help with educator trauma.</p> <p><i>Learning Lead(s):</i> Shaundeidra Bradford</p>
<b>SEI109</b>	<b>Embrace, Empower, Excel: Cultivating Social-Emotional Intelligence for Democratic Leadership (2-part session)</b>
<b>415 A-B</b>	<p>Are you ready to embark on a transformative journey that connects the dots between education, democracy, freedom, and your own leadership potential? Join us for an immersive workshop designed to empower educators, administrators, paraprofessionals, and all education staff with essential social and emotional intelligence skills that can be applied to your life. This is a 2-part session.</p> <p><i>Learning Lead(s):</i> Cynthia Thompson</p>
<b>SEI110</b>	<b>Time for PIES: Physical, Intellectual, Spiritual, Emotional Wellness</b>
<b>116 A-B</b>	<p>This session aims to bring awareness to NEA leader's health and wellness regimen. We will discuss research and specific wellness strategies for participants to incorporate in their personal lives, classrooms, and leadership work. This session will provide attendees with the opportunity to deepen their well-being so they may serve their communities as whole leaders (classroom, local, state, national affiliate) and create a self-aware wellness practice.</p> <p><i>Learning Lead(s):</i> Ashley Muscarella</p>



## BLOCK 1 (CONTINUED)

STRATEGY AND FISCAL HEALTH: Builds the brand and accomplishes the goals of the Association through effective financial management and understanding of fiduciary responsibilities.	
SFH100	Fiduciary Responsibilities and Association Policies to Support an Ethical Culture Agenda
114 A-B	<p>Understand the fiduciary responsibilities that all leaders are legally obligated to perform on behalf of the association and its members, to be good stewards of the association's reputation and assets. Learn how an ethical conduct code, an audit committee, and policies on conflict of interest and whistleblowers, promote an ethical culture and deter fraud.</p> <p><i>Learning Lead(s):</i> Paula Purdy, Rodney Rowe</p>
SFH102	Aligning Budget and Governance with Union Priorities: A Strategic Approach
116 A-B	<p>This session is intended for local officers and executive board members. We'll dive into making your local constitution and budget work for you in building leadership capacity. We will explore how dues are assessed, collected, and used to build a stronger local. We will also engage in setting priorities and goals for locals and ensuring that your governing documents and budgets work to further those goals.</p> <p><i>Learning Lead(s):</i> Josh Atkins, Heather Schmitt</p>
SFH103	Why You Need a Strong Strategic Plan and How to Develop One
112 C-D	<p>This interactive session explores the role of strategic planning in aligning an affiliate's goals and efforts with member needs and the current environment. The session will emphasize real-life examples and applicable skills and will include opportunities for learners to assess their own processes and apply tools from a provided strategic-planning tool kit.</p> <p><i>Learning Lead(s):</i> Maribeth Bradfield, Leigh Kennedy</p>

BOARD ONLY SESSION (NOTE: For NEA Board of Directors Only)	
BOD100	The Power of Unity: Building Diverse Partnerships and Coalitions
430 A	<p>Join us, the NEA Board of Directors, for an impactful workshop on engaging, recruiting, mentoring, and persuading diverse stakeholders in public education policy. You'll develop strategies to communicate on racial and social justice issues, link legislative advocacy to politics, and create tailored communication plans for various audiences. This workshop focuses on recruiting diverse members and enhancing equity in education. Leave with tools to build partnerships, foster professional growth, and strengthen public education together for a brighter future!</p> <p><i>Learning Lead(s):</i> Susan Nichols, Sharon Callahan, Linda McCrary, Robert Rodriguez, Ron 'Duff' Martin, Mary Scofield, Clinton Smith, Barbara Rheault</p>





# SESSION DESCRIPTIONS | BLOCK 2 | SATURDAY, MARCH 8, 1:00–3:00PM ET

## ADVOCACY

### ADV200 An Exploration into SOGI: Sexual Orientation and Gender Identity in Schools

**250 A** Do you have LGBTQ+ students and/or colleagues? Do you have the courage to create a safe environment to explore sexual orientation, gender identity, and expression? This workshop is a transformative experience into privilege, identity, laws, and terms as it applies to SOGI. Come and learn how to foster positive relations with and support LGBTQ+ students and colleagues.

*Learning Lead(s):* C Scott Miller, Emily Osterling

### ADV202 Building Relationships with Stakeholders in Your District

**250 B** In this session, leaders from the Florence Education Association will involve participants in interactive discussions, self-assessment tools to evaluate their advocacy skills and stakeholder relationships, as well as collaborative group activities to share insights.

*Learning Lead(s):* Ashleigh Muhme, Heather Hellmich

### ADV203 Coalition Building for Change: Organizing Union-Led School Meal Initiatives

**251 B** How can unions organize impactful community campaigns that deliver real, tangible wins for public schools? This session showcases a campaign about a food justice initiative led by educators and community organizers working in coalition to revamp their school meal program to ensure free school meals for all students. Participants will learn to utilize and expand their skills across multiple leadership domains to build and lead effective, equity-focused campaigns.

*Learning Lead(s):* Natasha Sullivan

### ADV204 Leveling Up: Building Future Ready Graduates

**250 C** Let's level up the graduation game! Join us to explore how states are transitioning to "Portraits of a Graduate" to better prepare students for life after graduation. By focusing on universal and functional skills such as critical-thinking, collaboration, and communication, Portraits of a Graduate enhance equity and access to graduation for all students. We'll review state exemplars and discuss how to design profiles that create more inclusive and comprehensive educational frameworks.

*Learning Lead(s):* Caleb Mickler

### ADV206 See Educators (like YOU!) Run for Public Office

**251 C** Electing NEA members on the local, state, and federal level is crucial to our success in creating the schools our students and educators deserve. This session is targeted toward leaders who are interested in running for public office (not NEA). Participants will learn how to craft a one-minute vision statement, examine the core components of what it takes to run for public office, review the steps to take before kicking off a successful campaign, and hear from a See Educators Run alumni.

*Learning Lead(s):* Meighan Davis, Lee Hedgepeth

### ADV207 Sticks and Stones: Understanding Implicit Bias

**258-259** Implicit bias, often unconscious, can significantly influence our perceptions, behaviors, and decision-making. This interactive session will explore real-world examples of implicit bias and its impact on leadership. Participants will gain valuable insights into recognizing and addressing their biases and learn strategies to foster a more inclusive and equitable environment.

*Learning Lead(s):* Lisa Jennings, Ryans Calmont



# Reflection Sheet – 2

Saturday, March 8, 2025

Session Title \_\_\_\_\_

By the end of this session, I will....

- 1. \_\_\_\_\_  
\_\_\_\_\_
- 2. \_\_\_\_\_  
\_\_\_\_\_
- 3. \_\_\_\_\_  
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AH-HAS: What are your key takeaways?

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How will I use this training to advance my leadership or support the growth of other leaders?

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Amplify Your Voice – Share your experience using our social media platforms.



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## ADVOCACY

### ADV200 An Exploration into SOGI: Sexual Orientation and Gender Identity in Schools

- 250 A** Do you have LGBTQ+ students and/or colleagues? Do you have the courage to create a safe environment to explore sexual orientation, gender identity, and expression? This workshop is a transformative experience into privilege, identity, laws, and terms as it applies to SOGI. Come and learn how to foster positive relations with and support LGBTQ+ students and colleagues.
- Learning Lead(s):* C Scott Miller, Emily Osterling

### ADV202 Building Relationships with Stakeholders in Your District

- 250 B** In this session, leaders from the Florence Education Association will involve participants in interactive discussions, self-assessment tools to evaluate their advocacy skills and stakeholder relationships, as well as collaborative group activities to share insights.
- Learning Lead(s):* Ashleigh Muhme, Heather Hellmich

### ADV203 Coalition Building for Change: Organizing Union-Led School Meal Initiatives

- 251 B** How can unions organize impactful community campaigns that deliver real, tangible wins for public schools? This session showcases a campaign about a food justice initiative led by educators and community organizers working in coalition to revamp their school meal program to ensure free school meals for all students. Participants will learn to utilize and expand their skills across multiple leadership domains to build and lead effective, equity-focused campaigns.
- Learning Lead(s):* Natasha Sullivan

### ADV204 Leveling Up: Building Future Ready Graduates

- 250 C** Let's level up the graduation game! Join us to explore how states are transitioning to "Portraits of a Graduate" to better prepare students for life after graduation. By focusing on universal and functional skills such as critical-thinking, collaboration, and communication, Portraits of a Graduate enhance equity and access to graduation for all students. We'll review state exemplars and discuss how to design profiles that create more inclusive and comprehensive educational frameworks.
- Learning Lead(s):* Caleb Mickler

### ADV206 See Educators (like YOU!) Run for Public Office

- 251 C** Electing NEA members on the local, state, and federal level is crucial to our success in creating the schools our students and educators deserve. This session is targeted toward leaders who are interested in running for public office (not NEA). Participants will learn how to craft a one-minute vision statement, examine the core components of what it takes to run for public office, review the steps to take before kicking off a successful campaign, and hear from a See Educators Run alumni.
- Learning Lead(s):* Meighan Davis, Lee Hedgepeth

### ADV207 Sticks and Stones: Understanding Implicit Bias

- 258-259** Implicit bias, often unconscious, can significantly influence our perceptions, behaviors, and decision-making. This interactive session will explore real-world examples of implicit bias and its impact on leadership. Participants will gain valuable insights into recognizing and addressing their biases and learn strategies to foster a more inclusive and equitable environment.
- Learning Lead(s):* Lisa Jennings, Ryans Calmont

### ADV208 Stop the Harm: Advocacy to Limit Student Cell Phone Use and Hold Social Media Companies Accountable

- 252 B** Social media and students' use of personal devices in school drive growing concern among educators about worsening learning conditions and their impact on students' mental health, social interactions, and safety. In this session, participants will dig into the data and arguments, analyze case studies, and explore state and local policy. They will also delve into advocacy options to curb personal device use among students, hold social media companies accountable, and develop an advocacy plan tailored to their association's needs.
- Learning Lead(s):* Mary Beth Szydowski, Laurie Moskowitz, Paul Lemle



## Block 2 (CONTINUED)

COMMUNICATION	
<b>COM200 Building a Better Future: Using Social Media to Amplify Union Voices</b>	
<b>140 A</b>	<p>In this digital age, social media platforms have become powerful tools for communication and mobilization. Unions can leverage these platforms to connect with members, engage the public, and build momentum for positive change. Social media offers a unique opportunity to reach a broader audience by connecting with members, amplifying union voices, educating the public, and mobilizing for action.</p> <p><i>Learning Lead(s):</i> Sabina Ellis</p>
<b>COM201 Social Media for Advocacy</b>	
<b>140 B</b>	<p>With 226 million Americans on social media, the union can unlock its potential to share its vision and leverage power. Join this dynamic session exploring digital storytelling, your online voice as an educator, and evolving platforms. Gain insights from our digital experts and best practices for platforms like Facebook, Instagram, and whatever Twitter is called these days. You'll learn to amplify your advocacy through digital organizing.</p> <p><i>Learning Lead(s):</i> Justin Conley</p>
<b>COM202 What Makes a Great NEA Messenger</b>	
<b>140 C</b>	<p>Seven important characteristics distinguish effective leaders who can deliver a compelling message. This workshop will examine these critical aspects and prepare participants for a diverse range of message delivery systems that they can use to successfully impact change on behalf of their students and profession.</p> <p><i>Learning Lead(s):</i> Tory Brown</p>
<b>COM203 Power of Storytelling: Using Your Authentic Voice to Galvanize and Inspire</b>	
<b>140 D</b>	<p>Everyone loves a good story, and educators have the best stories. Participants in this session will explore ways to use stories from their personal experiences as educators to help advance student success, public education, and the education professions. Participants will gain a deeper understanding of how personal stories have the power to change attitudes, perceptions, behavior, and win support for public education.</p> <p><i>Learning Lead(s):</i> Brenda Alvarez, Mary Ellen Flannery</p>

GOVERNANCE AND LEADERSHIP	
<b>GOV 200 Always Together: EA and ESP Units working together in K-12 Districts</b>	
<b>355</b>	<p>Some districts contain many locals. Communication between units is important to make sure everyone's voice is heard and that information is shared consistently. We will guide you through a multiyear effort to build the communication and relationship between an EA and ESP group for the betterment of all members and students.</p> <p><i>Learning Lead(s):</i> Sarah Garrett, Anthony Pennock</p>
<b>GOV201 Growing Leaders Through Intentional Programming</b>	
<b>140 E</b>	<p>Participants will learn how to help members connect their interests and passions to the union. Green Bay Education Association's Emerging Voices has been an instrumental part of growing the leadership of our organization and helping members become more involved. Participants will engage in specific activities that can be implemented at the local level to strengthen the organization.</p> <p><i>Learning Lead(s):</i> Audrey Vandeyacht, Brent Bergstrom</p>



## GOVERNANCE AND LEADERSHIP

### GOV202 Growing Your Individual Capacity: How to Use The LCG in Your Leadership Journey

**357** In the fast-paced, always-changing environment of education, leadership needs to change and evolve to meet the needs of those we are leading. Meeting people where they are in their journeys is vital to growing new leaders. Who is meeting you where you are? Are you? While growing those around you, are you also prioritizing your own growth and capacity? Join us to learn how to use the NEA Leadership Competency Guide to complete a self-assessment on your areas of strength and areas for growth.

*Learning Lead(s):* Stacey Tayman, Shondea Chapman

### GOV203 Helping Members of Color Navigate and Thrive in White-Centric Spaces

**320** Creating diverse and equitable unions where members of color can thrive doesn't just happen, it takes intentionality and action to create systemic change. This training focuses on the Importance of valuing diversity, addressing biases, and providing ongoing education and support for members of color. We will also highlight practical action steps that leaders can take to make their unions more equitable and democratic spaces for everyone.

*Learning Lead(s):* Laura Latham, Rosario Medina

### GOV204 Lead Like an ESP

**359** This session will delve into the unique challenges that ESPs face, which often make their leadership journey more complex compared with other leaders. By examining these specific hurdles, the facilitators will offer strategies to effectively navigate them. Collaboration will be a key component, as participants will work together with fellow leaders to develop comprehensive plans that address common obstacles hindering ESP advancement. This training is designed for ESP leaders and other education leaders who support them.

*Learning Lead(s):* Tameka Mays, Jozette Hartsfield

### GOV205 Leading With Purpose: Empowering Association Presidents to Advocate and Elevate Voices

**330 A** In this interactive session, participants will explore key strategies for developing strong association leadership, with a special focus on the role of the president and advocacy at both the local and district levels. Led by the current president of a local association, this workshop is designed to empower leaders to enhance their effectiveness and ensure that executive board members have a voice in decision-making processes.

*Lead(s):* Paula Johnson

### GOV206 Learning From Leaders: Using Collaboration and Competencies To Build Local and State Capacity

**330 B** Currently in our fourth year of the Presidents' Mentoring Cohort, this program was created to provide real-time resources and solutions for our local leaders. Experienced leaders are paired with new leaders based on preferences provided in a survey. The group meets collaboratively as a whole, focusing on issues/topics of their choosing while the mentor/mentee pair share resources and even receive the opportunity to receive release time for observations, meetings, Q&A, and whatever is needed most.

*Learning Lead(s):* Stephanie Cammack, Lori Burris, Cari Elledge, Rhonda Harlow

## LEADING OUR PROFESSIONS

### LOP200 Artificial Intelligence: Leading Education Into the Future

**321** As artificial intelligence (AI) continues to become more powerful and integrated into society, it will continue to have a major impact on the education sector. From administrators to classroom teachers to support professionals, AI will influence how we educate students and prepare them for the future. In this session, learn more about AI and its applications, and dive into the brand-new NEA policy statement and report on AI.

*Learning Lead(s):* Justin Thompson, Angie Powers



## Block 2 (CONTINUED)

LEADING OUR PROFESSIONS	
<b>LOP201</b>	<b>Ignite Your Impact: Early Career Educators as Changemakers!</b>
<b>338</b>	<p>How can we transform schools into spaces that inspire innovation and lay the groundwork for a just society? We'll explore how early career educators hold the key to shaping powerful environments that can transform moments into sustainable movements both inside and beyond the classroom. In this session, participants will use action planning to bolster their "why," "what", and "how" to push for transformation in education, and our union. Join us to elevate your impact as next gen changemakers!</p> <p><i>Learning Lead(s):</i> Krishawna Goins</p>
<b>LOP202</b>	<b>Joy and Justice for All: Strategies for Leaders To Foster Spaces Where Joy, Justice, and Learning Coexist</b>
<b>360</b>	<p>How can you center joy and justice in your profession? In this session, we will explore strategies to create inclusive, empowering environments for educators and students. We will discuss the role of justice in shaping holistic learning experiences and engage in activities that highlight the power of joy in fostering positive, equitable spaces that drive student success.</p> <p><i>Learning Lead(s):</i> Christian Gordon</p>
<b>LOP203</b>	<b>Leading Through Reading: Advancing Disability Rights Advocacy Through Book Clubs</b>
<b>358</b>	<p>Virtual book clubs take us on a transformative journey toward greater awareness and inclusive education. This session empowers educators to champion disability rights by leading local book clubs. Discover NEA resources for how to establish local book clubs, engage in best practices, and sign up to lead a club. You'll also learn about the books that NEA recommends for local initiatives. Leading through reading is a way to challenge ableism and advocate for equitable policies that create inclusive environments.</p> <p><i>Learning Lead(s):</i> Melissa Mayville, Brittany Patrick</p>
<b>LOP204</b>	<b>Mentoring, Gaming, and Training: Developing Leaders Through Meaningful Collaboration</b>
<b>354</b>	<p>With an emphasis on the unions' role in leading our profession, participants will identify successful member-led structures for reciprocal mentoring, gamified member engagement, and union-led professional development. At the conclusion of the workshop, participants will design a plan of implementation for one (or more) structure to lead their association in meaningful collaboration.</p> <p><i>Learning Lead(s):</i> Gabrielle Wright, Shannon Rasmussen</p>
<b>LOP205</b>	<b>Mentoring Male Educators of Color: Developing and Sustaining Leaders for Tomorrow</b>
<b>111 A-B</b>	<p>While studies have examined mentors and their communities of practice, researchers haven't filled in the gaps to attain and maintain male teachers of color. This seminar will delve into the usefulness of mentoring as a tool for recruitment, development, and retention.</p> <p><i>Lead(s):</i> Robert Barnes, William Jackson</p>
<b>LOP206</b>	<b>Making the Grade: Advancing Equity in Grading (2-part session)</b>
<b>353</b>	<p>In this interactive workshop, educators will explore strategies to make grading practices more equitable and fairer for all students. Participants will engage in discussions, activities, and reflections to understand the impact of traditional grading systems and discover alternative approaches. During our activity, educators will experiment with various grading policies and compare their effectiveness in fostering fair learning environments that uplift the profession and student success.</p> <p><i>Learning Lead(s):</i> Christine DonFrancesco, Tony Martinet</p>



## ORGANIZING

### ORG200 Creating the Schools Denver's Students Deserve: Organizing and Advocating in Communities of Color

**411 C** Denver educators have welcomed over 3,800 new-to-country students into schools in the last year. Learn how the Denver Classroom Teachers Association (DCTA) organized its members, elected officials, and community to advocate for our new-to-country families. This session will demonstrate how DCTA was able to strengthen relationships with our communities of color, empower members to lead, and improve learning conditions for all students and families.

*Learning Lead(s):* Kim Manning-Ursetta, Amie Baca-Oehlert

### ORG201 Empowering Educators: Strategic Organizing for Collective Action

**411 A** In this interactive session, participants will explore practical, innovative strategic-organizing principles and practices with proven results. Participants will explore the importance of relatability, engagement strategies, personalized 1:1 discussions, and techniques for leveraging social media platforms. Focusing on effective communication, outreach tactics, and inclusive engagement practices, attendees will acquire the skills necessary to mobilize their peers and expand their membership.

*Learning Lead(s):* Maggie Hansford

### ORG202 Recruiting and Identifying New Members and Leaders: CTE and Second-Career Teachers

**410 A** Recruitment and identifying new leaders is a challenge for some leaders. However, there are often overlooked groups of leaders, many of whom have career experience and union experience. In this session, we will explore how Career and Technical Education (CTE) and second-career educators provide an opportunity to recruit seasoned leaders who can add capacity to help unions grow and thrive.

*Learning Lead(s):* David Hope

### ORG203 From Voices to Victory: Uniting for Progress

**113 A-B** Engage members from large, countywide locals (1500+ members), remote locals, small locals, and everyone in between. Learn how to reach apathetic members through practical, cost-effective approaches that build relationships, increase involvement, and foster a lasting impact that will boost membership, drive collaboration, and achieve wins with boards and administrators.

*Learning Lead(s):* Lindsey Weatherby

### ORG204 Looking Through an Organizing Lens to Recruit, Retain, and Engage Members

**411 B** Are you ready to move your local association forward? In this session, you will use data and stories, and organize strategies to recruit, retain, and keep members engaged. You'll implement organizing methods and techniques that can be applied in your associations and communities. You will work through an organizing lens to recruit, retain, and engage members. It's time to harness your passion and drive!

*Learning Lead(s):* LiseAnn Mills

### ORG205 Member Organizing

**251 A** The session will help members build on their organizing skills. Attendees will receive helpful resources and have time to practice and improve their skills in talking with potential members. Members in all educational roles can be organizers. They will leave with skills and resources that they can take home to share with their locals.

*Learning Lead(s):* Brandi McCoid

### ORG206 Organizing Aspiring Educators To Be Part of Y(OUR) Movement

**410 B** Join us for an engaging session on organizing Aspiring Educators (AEs) and growing union power! Learn how to elevate the AE program on national and state levels, strengthen relationships within your community, and empower AEs to take on leadership roles. We'll also dive into the importance of strategic partnerships that lead to real victories. Be part of the movement that builds a stronger, more connected union by harnessing the energy and passion of AEs. Let's win together!

*Learning Lead(s):* Jessica Bailey



## BLOCK 2 (CONTINUED)

ORGANIZING	
ORG208	Building a Successful Campaign Toolkit: Contract, Community Issues, and Political
252 A	<p>Discover how Camino's contract efforts morphed into a communitywide campaign resulting in a whopping 10% investment in salaries, a groundbreaking settlement that changed the lives of the members and the community for the better, ousted the superintendent and 4 of 5 school board members. Learn successful tactics and practice skills that combine real-world examples adaptable to every local, such as info requests, offensive bargaining, student-centered framing of issues, and more!</p> <p><i>Learning Lead(s):</i> Cora Dillard, Karmen Lee Ortloff</p>
ORG209	Increasing Our Union Value Proposition with NEA Member Benefits
412 A-B	<p>Are you looking for ways to engage existing and potential members within your organizing efforts? Are you aware that NEA Member Benefits provides an additional value that saves members money and allows them to recoup dues dollars? Come and learn how you can incorporate this information into providing a way to engage and inform your members about the numerous savings opportunities that they have access to and significantly increase association loyalty!</p> <p><i>Learning Lead(s):</i> David Glenn (P); Guy Kendall-Freas</p>
SOCIAL AND EMOTIONAL INTELLIGENCE	
SEI200	I Can't Hear Without My Glasses: Leading with Psychological Safety*
140 F	<p>Often, leadership is focused on developing externally oriented knowledge and skills—developing policy, adopting new pedagogy techniques, implementing new technology, and changing the curriculum. At times, we can get lost in the tick-the-box culture of production with the hope that human aspirations and human flourishing will come. In valuing the external production side of the paradox, that is, while there is an interplay between the two, it is the inner life, our identity, and integrity that propels us to find our voice, elevate good ideas, and call out organizational barriers that impede shared goals. This session will focus on developing and synergizing inner and outer leadership awareness.</p> <p><i>*Participants who attend this session will be a part of a post-Summit virtual cohort that will extend through early June.</i></p> <p><i>Learning Lead(s):</i> Velma Cobb</p>
SEI201	State Presidents Only Session: Expanding Your Leadership Potential: The Power of Choice Part 2
356	<p>As leaders, we often encounter situations where we feel limited in our choices and unsure how to move forward. We'll explore the concept of conscious versus unconscious choices, uncovering how our internal blocks, including GAILs (Gremlins, Assumptions, Interpretations, and Limiting Beliefs), can create an illusion of choice. Through reflective discussions, participants will learn how to recognize and remove barriers to expand leadership options empowering them to lead with purpose and clarity.</p> <p><i>Learning Lead(s):</i> Andrea Walker</p>
SEI203	Taiji for Movement Work
420 A	<p>The session will utilize the mindfulness-based techniques of the Taiji system to help participants learn techniques to calm and strengthen their minds and bodies. The session will be a series of either standing or seated postures (depending on the abilities of each individual) that help regulate the nervous system and balance the physical body and the emotions of the participant. One goal of this contemplative practice of self-care is to help participants develop trauma-informed practices.</p> <p><i>Learning Lead(s):</i> Chalene Jones</p>



<b>SEI204</b>	<b>From Shared Concern to Shared Progress: Collaborating to Increase Educator Well-being</b>
<b>420 B</b>	<p>Educator well-being is of critical importance to culture, retention, and student outcomes. But what can district and union leaders do together to improve staff well-being? Come explore how the Mounds View Education Association (MVEA), in partnership with the district, used an educator-generated tool to give leaders the data needed to improve culture. They also offered an evidence-based well-being course to support staff. Learn how their continuous improvement process has led to measurable progress in educator experiences.</p> <p><i>Learning Lead(s):</i> Stacey Vanderport, Hallie Fox</p>
<b>SEI205</b>	<b>Holistic Leadership: Creating Spaces for Healing</b>
<b>413 A-B</b>	<p>This professional learning session is designed for education leaders who seek to foster healing-centered communities of care. Participants will explore the powerful intersection of mindfulness and social justice, and gain tools to address educator wellness and belonging. Through this exploration, we will empower leaders to organize communities that gather to practice resilience, inclusion, and healing.</p> <p><i>Lead(s):</i> Jelena Popovic, Todd Scholl</p>
<b>SEI206</b>	<b>Insightful Leadership: Understanding Myself and My Local Through a Social and Emotional Lens</b>
<b>414 A-B</b>	<p>Have you ever wanted to scream because you didn't know which fire needed your attention first as a local leader? In this interactive session, participants will identify emotions and reactions that might be seen within their local. They will learn how to set themselves and local association members up for success by using a social and emotional lens to understand themselves, their local, and leadership while navigating processes and procedures.</p> <p><i>Learning Lead(s):</i> Amber Brown</p>
<b>SEI207</b>	<b>Knowing Myself to Better Connect With Students, Educators, and the Community</b>
<b>260</b>	<p>Participants will examine the influence of culture and socialization. Developed from the foundations of diversity, cultural competence, and social justice, the presenters will lead the participants in exercises to enhance their cultural self-awareness. Participants will reflect on how that impacts the way they view themselves and others. They will explore the process of socialization in establishing "norms" of individual identity using the Bobbie Harro model for a cycle of socialization.</p> <p><i>Learning Lead(s):</i> Jackie Wooten, LaVeta Weatherington</p>
<b>SEI208</b>	<b>Lead from Your Best Self: Deepen Your Resiliency in the Face of Challenge and Pressure</b>
<b>116 A-B</b>	<p>This engaging session is designed to empower educational leaders to thrive despite the challenges. A 2022 Gallup Poll identified educators as the most burned-out professionals in the U.S. Educational leaders are particularly susceptible to burnout and emotional exhaustion. In this session, participants will gain practical approaches for activating key SEL competencies that increase agency and resiliency while fostering fulfillment and well-being.</p> <p><i>Learning Lead(s):</i> Jay Schroder</p>
<b>SEI209</b>	<b>Embrace, Empower, Excel: Cultivating Social-Emotional Intelligence for Democratic Leadership (2-part session)</b>
<b>415 A-B</b>	<p>This session is a continuation of part 1. In this session participants will continue their transformative journey to connect the dots between education, democracy, freedom, and your own leadership potential? Join us for an immersive workshop designed to empower educators, administrators, paraprofessionals, and all education staff with essential social and emotional intelligence skills that can be applied to your life.</p> <p><i>Learning Lead(s):</i> Cynthia Thompson</p>
<b>SEI210</b>	<b>Leading With Balance: Prioritizing Mental Health for Sustainable Leadership</b>
<b>112 A-B</b>	<p>This session will empower leaders to prioritize mental health for sustainable leadership in their careers and lives. Through interactive exercises, participants will build emotional intelligence, develop stress management techniques, and create supportive environments. This session equips leaders with practical strategies and action plans to foster well-being, ensuring they maintain resilience and effectiveness in all aspects of their professional and personal lives.</p> <p><i>Learning Lead(s):</i> Shauna Gorton, Hannah Rake</p>



## BLOCK 2 (CONTINUED)

STRATEGY AND FISCAL HEALTH	
<b>SFH200</b>	<b>How to Do an Internal Audit of Your Association's Financial Records Agenda</b>
<b>114 A-B</b>	<p>This session will provide basic information about what an audit is, why it is important to annually audit your association's financial records, and how to do an internal audit with two to three people. During this session, attendees will do a hands-on exercise in performing an internal audit to demonstrate how easy it is to do one.</p> <p><i>Learning Lead(s):</i> Paula Purdy, Rodney Rowe</p>
<b>SFH201</b>	<b>Managing Local Association Finances: Best Practices</b>
<b>115 A-B</b>	<p>The session will help participants understand: 1. Governance roles and responsibilities for local elected leaders; 2. Regulatory requirements for local associations; 3. Best practices for managing local association finances; 4. The importance of the three "Ps"(protecting funds under their care; protecting the association by spending wisely and saving for rainy day; and protecting their integrity); 5. How to prepare local association financial statements.</p> <p><i>Learning Lead(s):</i> Bob Maleta</p>
<b>SFH202</b>	<b>Building a Leadership Superpower: Leveraging Strategic Coalitions</b>
<b>112 C-D</b>	<p>A sometimes-overlooked leadership superpower is the ability to leverage strategic coalitions to accomplish your association's goals. Join five experienced association and pension trustee leaders for an interactive session utilizing real-life examples, case studies, and actual strategic organizing and advocacy work to draft and pass a new business item (NBI) (at the 2024 NEA Representative Assembly designed to defends public pensions and your retirement security.</p> <p><i>Learning Lead(s):</i> Andrew Hirshman, Denise Bradford, Deborah Simonds, Sue Lemmo, Doug Prouty</p>
<b>SFH203</b>	<b>Creating a Culture of Listening: Using Applied Improvisation Principles for Deeper Engagement</b>
<b>116 A-B</b>	<p>In a democratic organization, authentic stakeholder engagement is critical to developing an organizational strategy that is embraced by all. Applying the principles of improv can create a culture of listening that leads to deeper engagement throughout the strategic planning process and ultimately a strategic plan that reflects the needs of all stakeholders. This interactive session will explore the principles of improv and their practical applications to stakeholder engagement.</p> <p><i>Learning Lead(s):</i> Sarah Ammar</p>

BOARD ONLY SESSION (NOTE: For NEA Board of Directors Only)	
<b>BOD200</b>	<b>NEA Directors: Roles and Responsibilities at the NEA Representative Assembly</b>
<b>430 A</b>	<p>This session offers NEA Directors a deeper understanding of their unique role at the NEA Representative Assembly, distinct from other leaders and delegates. Participants will explore strategies to strengthen collaboration with fellow leaders and ensure continuous support for delegates throughout the year. Whether new to the role or seasoned in the position, attendees will leave with practical resources, clear expectations, and actionable steps to guide their work with delegates and maximize their impact.</p> <p><i>Learning Lead(s):</i> Angie Powers, Jeb Binns, Denise Lake, Paula Merrigan, Robert Rodriguez, Ron 'Duff' Martin, Sherri Schwanz, Ivory Smith, Hannah StClair, Brian Skinner, Edward Ventura</p>





# SESSION DESCRIPTIONS | BLOCK 3 | SUNDAY, MARCH 9, 8:15–10:15AM ET

## ADVOCACY

### ADV300 Fostering Inclusive & Safe Workspaces: Empowering LGBTQ+ Educators at All Levels

- 251 A** This session will explore strategies and best practices for creating inclusive, safe, and supportive work environments. Participants will gain insights into the unique challenges that LGBTQ+ educators face and learn how to foster a culture of belonging, respect, and equity. Through case studies, discussions, and practical tools, attendees will leave equipped to advocate for and implement policies that protect and value LGBTQ+ educators.
- Learning Lead(s):* Frank Burger, Stacy Schmidt

### ADV302 Thrive in Places Most Don't Survive: Collective Efforts that Empower Minoritized BIPOC Educators

- 250 C** Networking isolated educators of color is a longstanding practice of successfully healing educators of color. Creating our own medicine where none exists, presenters will share successes in advocating for sustainable affinity spaces. Participants will discuss their own affordances in establishing networks within their communities and identifying strategies for moving beyond recruitment and retention goals towards reclaiming our rightful presence in determining our collective future.
- Learning Lead(s):* Monique Cottman, Amira Nash, Analaura Osorio Acord

### ADV303 Transformational Leadership: Bridging the Opportunity Gap in Underserved Communities

- 251 C** This session explores how transformational leaders serve as catalysts for systemic change by addressing social inequities in public education, advocating for equitable resource allocation, and fostering reciprocal partnerships between schools and communities. Through a focus on leadership as a vehicle for advocacy, this session emphasizes the vital role educational leaders play in not only improving academic outcomes but also protecting and strengthening the promise of public education.
- Learning Lead(s):* Jermaine Shakespeare

### ADV304 Unseen Voices: The Media's Role in Shaping Disability Narratives

- 251 B** This session examines the evolution of disability representation, how historical narratives and media portrayals have shaped societal views over time. Leaders will explore key moments where the media has both challenged and reinforced stereotypes, influenced public policy, and helped drive the disability rights movement. Leaders will leave with a deeper understanding of the evolving landscape of disability representation and the role that media can play in advancing inclusion and awareness.
- Learning Lead(s):* Sharon Schultz, Clinton Smith

### ADV305 Using Your Agency To Bend the Arc of Public Education Toward Justice

- 258-259** Using a racial justice lens, participants will use self-reflection and racial/social impact assessment to identify strengths, weakness, opportunities, and threats to building racial equity capacity in their local. At the conclusion of the workshop, participants will have a framework, including an action plan and next steps for implementing a racial/social justice impact plan in their local and/or community.
- Lead(s):* Marcella McMillon-Holmes

### ADV307 Words Have Power: Challenging Ableist Language

- 250 B** Language has long been used to marginalize people with disabilities. Common use of ableist language deems the dehumanization of people as culturally acceptable and enables others to do the same. Using ableist language does not make someone a bad person. It makes them human. But if we have the ability to change our vocabulary for the better, why wouldn't we? In this session, participants will learn how to consciously identify and stop using phrases that reinforce ableism.
- Learning Lead(s):* Lindsey Smith



# Reflection Sheet – 3

Sunday, March 9, 2025

Session Title \_\_\_\_\_

Write one leadership goal you will set for yourself over the next twelve months?

1. \_\_\_\_\_  
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From this session, I have learned...

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How does this session connect to my work?

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2. \_\_\_\_\_  
\_\_\_\_\_  
3. \_\_\_\_\_  
\_\_\_\_\_

Amplify Your Voice – Share your experience using our social media platforms.



NEA Summit Leaders



#NEASummit #EdLeaders



## Block 3 (CONTINUED)

ADVOCACY	
ADV300 Fostering Inclusive & Safe Workspaces: Empowering LGBTQ+ Educators at All Levels	
251 A	<p>This session will explore strategies and best practices for creating inclusive, safe, and supportive work environments. Participants will gain insights into the unique challenges that LGBTQ+ educators face and learn how to foster a culture of belonging, respect, and equity. Through case studies, discussions, and practical tools, attendees will leave equipped to advocate for and implement policies that protect and value LGBTQ+ educators.</p> <p><i>Learning Lead(s):</i> Frank Burger, Stacy Schmidt</p>
ADV302 Thrive in Places Most Don't Survive: Collective Efforts that Empower Minoritized BIPOC Educators	
250 C	<p>Networking isolated educators of color is a longstanding practice of successfully healing educators of color. Creating our own medicine where none exists, presenters will share successes in advocating for sustainable affinity spaces. Participants will discuss their own affordances in establishing networks within their communities and identifying strategies for moving beyond recruitment and retention goals towards reclaiming our rightful presence in determining our collective future.</p> <p><i>Learning Lead(s):</i> Monique Cottman, Amira Nash, Analaura Osorio Acord</p>
ADV303 Transformational Leadership: Bridging the Opportunity Gap in Underserved Communities	
251 C	<p>This session explores how transformational leaders serve as catalysts for systemic change by addressing social inequities in public education, advocating for equitable resource allocation, and fostering reciprocal partnerships between schools and communities. Through a focus on leadership as a vehicle for advocacy, this session emphasizes the vital role educational leaders play in not only improving academic outcomes but also protecting and strengthening the promise of public education.</p> <p><i>Learning Lead(s):</i> Jermaine Shakespeare</p>
ADV304 Unseen Voices: The Media's Role in Shaping Disability Narratives	
251 B	<p>This session examines the evolution of disability representation, how historical narratives and media portrayals have shaped societal views over time. Leaders will explore key moments where the media has both challenged and reinforced stereotypes, influenced public policy, and helped drive the disability rights movement. Leaders will leave with a deeper understanding of the evolving landscape of disability representation and the role that media can play in advancing inclusion and awareness.</p> <p><i>Learning Lead(s):</i> Sharon Schultz, Clinton Smith</p>
ADV305 Using Your Agency To Bend the Arc of Public Education Toward Justice	
258-259	<p>Using a racial justice lens, participants will use self-reflection and racial/social impact assessment to identify strengths, weakness, opportunities, and threats to building racial equity capacity in their local. At the conclusion of the workshop, participants will have a framework, including an action plan and next steps for implementing a racial/social justice impact plan in their local and/or community.</p> <p><i>Lead(s):</i> Marcella McMillon-Holmes</p>
ADV307 Words Have Power: Challenging Ableist Language	
250 B	<p>Language has long been used to marginalize people with disabilities. Common use of ableist language deems the dehumanization of people as culturally acceptable and enables others to do the same. Using ableist language does not make someone a bad person. It makes them human. But if we have the ability to change our vocabulary for the better, why wouldn't we? In this session, participants will learn how to consciously identify and stop using phrases that reinforce ableism.</p> <p><i>Learning Lead(s):</i> Lindsey Smith</p>



## Block 3 (CONTINUED)

COMMUNICATION	
COM300 Media 101: Applying the Fundamentals of Working with the News Media to Everyday Comms Needs	
140 A	<p>Effective communication can inspire others to act, be a catalyst for changing public opinion, help win in a contract bargaining process, plant the seeds for new ways of thinking, or persuade audiences to your side. Utilizing the media can help amplify your voice by broadcasting your message. Pros will share tips on using your credibility as an educator to win over hearts and minds. Participants will learn the fundamental skills of working with the media and how those skills can be used in everyday scenarios.</p> <p><i>Learning Lead(s):</i> Staci Maiers</p>
COM301 Crafting Your Narrative: Unlocking the Power of Personal Storytelling	
140 B	<p>In this engaging presentation, participants will explore the art of personal storytelling as a powerful tool for connection and inspiration. Participants will learn how to identify and articulate their unique narratives—transforming personal experiences into impactful stories that resonate with students, colleagues, and the broader school community. By the end of the session, members will feel empowered to share their stories in ways that foster empathy and build support and relationships.</p> <p><i>Learning Lead(s):</i> Jeremias Salinas</p>
COM302 Effective Communications: Be Seen, Be Heard	
140 C	<p>Effective communications are about understanding other people and having others understand you. It requires us to be clear and complete in what we are trying to express, and exchange information with clarity, empathy, and understanding. It's not about winning or forcing your opinions; rather, it's about creating an understanding of perspective and finding commonality. We'll focus on framing messages for different media and audiences to influence, motivate, and persuade through an engaging, memorable, and compelling message.</p> <p><i>Learning Lead(s):</i> Jariza Rodriguez</p>
COM303 From Critique to Growth: The Secret Sauce for High-Performing Leadership	
140 D	<p>DON'T MISS THE CHANCE TO UNLOCK THE SECRET SAUCE. Say goodbye to dread and hello to a fresh, fun approach that empowers you. Are you tired of the same old feedback that feels pointless and frustrating? This isn't your typical workshop—get ready for interactive activities, engaging discussions, and real-world examples that will make you RETHINK everything you thought you knew about feedback. Join us—your future self will thank you!</p> <p><i>Learning Lead(s):</i> Cynthia Thompson</p>

## GOVERNANCE AND LEADERSHIP

GOV 300 Professional Relationship Building: Bridging the Association and Administration at All Levels	
321	<p>Having a working professional relationship makes change happen within schools and districts. This session will explore how to build relationships between the association and administration at all levels while giving examples of best practices.</p> <p><i>Learning Lead(s):</i> Lisa Johnson, Chelsea Miles</p>
GOV301 Building a Culture of Growth: Strengthening Leadership from Within	
320	<p>This interactive session provides the strategies and tools that leaders need to cultivate personal and professional growth within themselves and their associations. Members use tools that will help them develop a mindset that fosters continuous learning and growth and directly impacts the strength and resilience of their local associations. Leaders who are devoted to their growth inspire their teams to do the same, creating a culture where both individuals and the collective progress and thrive.</p> <p><i>Learning Lead(s):</i> Terry Ross</p>



## GOVERNANCE AND LEADERSHIP

### GOV302 Ready Your Local to Use Labor-Management Collaboration to Build Educator Voice & Union Strength

**355** Strong labor-management collaboration (LMC) is a strategy that can ensure educator voice in decision-making and help build union strength. This interactive session invites learners to consider LMC as a way to engage members around their expertise and reflect on the readiness of members and their local to engage with administrators as equal partners. Learners will be introduced to practical tools and resources designed to prepare them for creating LMC partnerships.

*Learning Lead(s):* Maribeth Bradfield, Sarah Ammar, Korey Erickson

### GOV303 Running for an Association Position: Campaigning 101 - The Basics

**140 E** Our association is a living entity that replenishes itself with new leaders regularly at the local, state, and national levels. This training is designed to assist those who want to run for an association position, desire to learn the fundamentals of campaigning, and wish to be cognizant of what effective leadership embodies. Honing personal and effective leadership skills will help participants meet with success. This training satisfies components of the NEA Leadership Competency Framework.

*Learning Lead(s):* Veronica Henderson

### GOV305 The Gentle Leader: Leading with Strength, Not Force

**330 B** Effective leadership stems from self-awareness, emotional intelligence, and the ability to inspire others through a gentle, authentic approach. This session focuses on harnessing natural strengths to build trust and foster meaningful relationships. The Enneagram (model) promotes leading through understanding rather than domination and allowing leaders to engage others with empathy and insight. Gentle leaders can cultivate trust, foster collaboration, and manage change in complex environments.

*Lead(s):* Emilee Liddiard, Becca Hall

### GOV306 Who's Leading Who? Analyzing Power Dynamics and Leadership Structures in Our Local Associations

**357** This session will equip participants with the tools and insights needed to analyze and understand the power dynamics and leadership structures within their local associations, fostering more effective collaboration and decision-making. We will classify power and define three types of leadership: designated, distributive, and integrative. The facilitator will present various leadership structures.

*Learning Lead(s):* Danette Stokes

### GOV307 Organizational History and Development: Policymaking for Collective Identity, Unity, and Power

**356** This session will explore the history of the association dating back to its founding in the mid-19th century, including the development of governance and policymaking structures as well as pivotal moments that contributed to the identity of the organization and the making of the modern NEA. Participants will examine moments of organizational success and failure and how these moments have influenced the association's direction. Participants will also consider how the organization will successfully navigate and thrive in the 21st century.

*Learning Lead(s):* Corey Gochenaur, Cassie McCabe

## LEADING OUR PROFESSIONS

### LOP300 Optimizing Membership and Retention with NEA's Blended Learning Strategies

**358** Participants will engage with the NEA Blended Learning Program, exploring the range of courses available for both current and prospective members. Through practical activities, they will develop strategies to retain and grow membership in their state and local unions. Additionally, participants will discover how these courses can enhance their professional skills and advance their careers. The session will also include mindfulness activities designed to support participants' personal well-being.

*Learning Lead(s):* Shafeza Moonab, Jillian Huber



## Block 3 (CONTINUED)

### LEADING OUR PROFESSIONS

#### LOP301 Safe School Culture: Using Leadership Practices to Support Gun Violence Prevention and Response

- 359** Gun violence is a critical issue within our schools that requires the engagement of all leaders. This session will provide strategies to prevent, prepare for, respond to, and facilitate recovery from gun violence incidents. Participants will discuss issues related to gun violence in schools, identify potential barriers to school and community engagement, and learn how to utilize the NEA Gun Violence Prevention and Response Guide to engage with members and local school communities.
- Learning Lead(s):* Crystal Foxx, Joel Solomon, Ovidia Molina

#### LOP302 Strengthening the School Counselor and Administrator Partnership for Holistic Student Development

- 354** This presentation aims to explore the critical relationship between school counselors and administrators, focusing on collaboration strategies that promote student well-being and academic success. By highlighting best practices, shared goals, and the impact of effective communication, this session will provide actionable insights for educators and leaders committed to fostering a supportive school environment.
- Learning Lead(s):* Darrell Crawford-Parker, Janolyn King

#### LOP303 Sustaining Our Profession: How to Retain and Grow Experienced Educators

- 353** When the Cherry Creek Education Association (CCEA) successfully negotiated the creation of a program to provide member-driven, meaningful professional development, it re-energized educators and the schools and programs where they worked. In this session, participants will learn how CCEA used bargaining to create the Professional Growth Pathways (PGP) Program and will share how they improve the working conditions of educators and the learning conditions of students by providing a way for educators to progress in their careers rather than moving to administration or out of the profession.
- Learning Lead(s):* Carlye Holladay, Kasey Ellis

#### LOP304 Transformational Community Schools and Equitable Opportunities For All

- 360** Creating community schools is strategy that can create school and community transformation. This session aims to develop activists and leaders with the knowledge and skills relevant to leading strategic conversations with all interest-holder groups (students, all staff, parents/caregivers, and community members) about the importance of community schools.
- Learning Lead(s):* Angelia Ebner, Dave Greenberg, Kelly McMahon, Nikki Woodward, Maria Miranda

#### LOP305 What's Your Superpower: ESPs Leading for Results

- 338** This session will provide ESPs with tools to become strong leaders at the local, state, and national levels. Participants will take a deep dive into their superpower to acknowledge their "why" in the active roles they play as ESPs.
- Lead(s):* Vickie Gregory, Jacque Burton

### ORGANIZING

#### ORG300 Stop the Drops! How to Respond to Drop Campaigns

- 330 A** In this session, we will provide an overview of efforts to undermine union strength, focusing specifically on drop campaigns—which seek to persuade educators to drop their union membership. We will review the misinformation that is often used in these campaigns and identify the far-right sources such as the Freedom Foundation. Participants will develop affirmative strategies to mitigate the risk of membership losses and learn when and how to engage defensively.
- Learning Lead(s):* Susan Nogan, Katherine O'Connell, Brian Washington



## ORGANIZING

### ORG301 Disability Rights Leadership in Action: Crafting a Vision for Union-Led Change

411 A

Join an interactive mind-mapping session with NEA's Disability Rights and Inclusion Coalition (DRI) leaders, focusing on mobilization strategies and the leadership journey. Affiliate leaders will share insights from their disability rights initiatives and guide attendees in identifying and addressing challenges and leveraging NEA resources for change. By the session's end, participants will draft "moonshot" approaches—bold, scalable ideas about how to take action around issues affecting the disability community.

*Learning Lead(s):* Brittany Patrick

### ORG302 Lights, Camera, Direct Action!: Creative Tactics to Help You Win External Campaigns

410 A

The source of our power is our membership. Attendees will learn how to overcome external challenges so they can empower educators and community members—and win! Educators win when we organize, and there is no more powerful tool than direct action. Learn how chapters of any size or makeup have utilized creative tactics with little money or time and, in some cases, few members. By studying successes, members will build a plan to escalate and win their own campaigns through a menu of direct action options.

*Learning Lead(s):* Karmen Lee Ortloff, Sean Ferguson

### ORG303 Organizing for Power

411 B

The session will present a study of how a local used person-to-person and worksite-level organizing to maintain member density and overcome the loss of payroll deduction. These organizing efforts also led to significant success at the bargaining table. Participants will gain insight into building a strong organizing campaign—even under adverse conditions—that focuses on worksite infrastructure, strong communications, and issue-based organizing.

*Learning Lead(s):* Kelley Stephenson, Michael Petty, Nicole Sipka

### ORG304 Public School Strong: Statewide School District Organizing and Leadership Training Infrastructure

411 C

This session will introduce the national Public School Strong campaign model. Through the campaign, district teams of students, educators, parents, and families will learn to recruit and support pro-public education school board members who will promote equity. In this session, we will share lessons on how community organizing and labor coalitions can build a statewide organizing committee that can recruit and train teams in every school district to connect across communities and fight to promote, protect, and strengthen public education

*Learning Lead(s):* James Haslam, Asma Elhuni

### ORG305 Recruitment and Retention: Them's Bargaining Word

412 A-B

In many districts, staffing shortages create increased demands on current staff. The additional workload significantly impacts staff and students. This session will discuss language and strategies designed to increase respect for educators and the profession and strengthen recruitment and retention practices to ensure student success.

*Learning Lead(s):* Nancy Behe, Shannon Burch-Errett

### ORG306 Right-to-Collaborate: Partnerships Between Educators and District Officials in Difficult Climates

111 A-B

Members in areas with barriers or restrictions to collective bargaining still have options and opportunities to forge meaningful partnerships with district administrators and officials to support students and educators. In this session, we will discuss the ongoing collaboration between Fayette County Public Schools and their local NEA affiliates, Fayette County Education Association (FCEA) and Fayette County Education Support Professionals Association (FCESPA), which has yielded positive policy outcomes, such as recruitment and retention efforts, increased pay and benefits, and a defined workday.

*Learning Lead(s):* Jessica Hiler, Tyler Murphy



## Block 3 (CONTINUED)

### ORGANIZING

#### ORG307 The Secret Key to Increasing Membership Engagement

- 410 B** Member leaders will explore ways to move from being a “doer” to being a “leader.” Many of us are excellent in our work, but when put in charge of a team, do we end up doing all the work so that it “gets done right”? We use examples from a formerly dormant local that was revived through effective leadership development strategies, organizing, strategic communication, and relationship-building. These transferable strategies can help local leaders increase engagement and organizational health.
- Learning Lead(s):* Alana Ward

#### ORG308 Build Your Gym: Moving Your Local from Service to Organizing

- 116 A-B** How do you want to present your association? How can you communicate your association’s message? Do you need a boost in engagement within your association? Branding is an effective way to let others know who you are and what you do as an association. This session will teach participants how to create a brand for their association and use their brand to improve engagement and communication within their association.
- Learning Lead(s):* Tony Martinet

### SOCIAL AND EMOTIONAL INTELLIGENCE

#### SEI300 Methods of Mindfulness

- 413 A-B** Participants will have the opportunity to learn what mindfulness means and about the benefits of being mindful. They will also practice mindfulness strategies that they can use both in the classroom and in their personal lives. Please wear comfortable clothing, and bring a snack and a journal or piece of paper.
- Learning Lead(s):* Jodi Favazza

#### SEI301 Mindful Leadership: Cultivating Self-Awareness for Effective Leadership

- 140 F** This interactive session highlights self-awareness as a key tool for leadership development in education. Participants will explore its connection to the NEA Leadership Competency Framework, gaining strategies to strengthen leadership, advocacy for public education, and community engagement. Through experiential learning, they’ll enhance emotional intelligence, communication, and conflict resolution skills, driving positive organizational change and fostering inclusive environments.
- Learning Lead(s):* Comeshia Williams, Courtney Jolly, Comelia Franceschi

#### SEI303 Taiji for Movement Work

- 420 A** The session will utilize the mindfulness-based techniques of the Taiji system to help participants learn techniques to calm and strengthen their minds and bodies. The session will be a series of either standing or seated postures (depending on the abilities of each individual) that help regulate the nervous system and balance the physical body and the emotions of the participant. One goal of this contemplative practice of self-care is to help participants develop trauma-informed practices.
- Learning Lead(s):* Chalene Jones

#### SEI304 Nurturing Emotional Intelligence: A Social-Emotional Learning Program for Educators

- 414 A-B** Educators play a pivotal role in fostering students’ social-emotional development. However, to effectively support students’ emotional well-being, educators must cultivate their own social-emotional competencies. This social-emotional learning (SEL) session aims to equip educators with the knowledge, skills, and strategies to enhance their emotional intelligence, promote self-awareness, and create a positive and supportive learning environment .
- Learning Lead(s):* Amber Hill



## SOCIAL AND EMOTIONAL INTELLIGENCE

### SEI305 Reclaim Balance: Leading with Purpose, not Perfection

260

This session is designed to empower educational leaders to reclaim their balance and reimagine leadership. It's time to ditch the "superhero" mindset and embrace a more holistic, sustainable approach to leading that will promote, protect, and strengthen public education—which is the foundation of our democracy. By the end of this session, the participants walk away with practical strategies to lead with purpose and cultivate a thriving community.

*Lead(s):* Linda Miller

### SEI306 Shifting the Paradigm: Equity-Centered Conversations for Building the Leader Within

113 C

This session empowers union leaders to engage in a transformative, equity-centered dialogue that is designed to cultivate leadership. Participants will explore strategies to challenge systemic inequities, identify their own leadership strengths, and learn how to lead through an equity-focused lens. By building internal leadership capacity through courageous conversations, participants will leave prepared to advocate for systemic change and elevate the voices of all members.

*Learning Lead(s):* Cameron Primrose, Lekita Howard

### SEI307 Using Social and Emotional Tools to Speak Across Generations

415 A-B

One of the greatest barriers to building the capacity of our associations and the profession is the difficulty in building stronger, relational networks across generations. In this session, participants will learn how deepening social and emotional intelligence skills, such as self-awareness, can help bridge gaps and create stronger communities of leaders.

*Learning Lead(s):* Bert Stewart

### SEI308 Supporting Students, Staff, and Ourselves After Crisis and Loss

420 B

The session will include practical strategies to support students after a crisis or loss—whether impacting an individual or entire school; the benefits of universal support to promote resilience; the principles of psychological first aid; and practical strategies and free resources to support grieving students. We'll also discuss the challenges of leading after a crisis as well as strategies for preventing vicarious traumatization, compassion fatigue, and moral injury. Questions and discussion will be encouraged.

*Learning Lead(s):* David Schonfeld

### SEI309 The Journey of Becoming: A Roadmap for Leadership

112 A-B

In this session, participants will gain insight into the nuances of the journey to leadership for ESPs, using real-life examples and beginning with understanding the power of the "story of self." Inner exploration to understand values, vision, and setting goals will provide a road map for leaders on a journey of becoming.

*Learning Lead(s):* Audrey Nichols, LaTasha Kimbrough-Tate

### SEI310 Union-Driven Systems Focused on Holistic Well-Being Improve Staff Retention and Build Thriving Schools

113 A-B

In Washington, the Peninsula Education Association used funding from an NEA Great Public Schools grant to design trainings to help education leaders normalize and learn how to discuss educator well-being, address workplace stress, and create practices, structures, and systems that empower educators and lead to higher staff retention and healthier school systems where teaching and learning thrive.

*Learning Lead(s):* Carol Rivera, Hannah Coffelt-Hollett, Rebecca Maffei



# Reflection Sheet – 4

Sunday, March 9, 2025

Session Title \_\_\_\_\_

What I've learned from this session:

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In what ways will I use the skills from the competency domains to improve my leadership, coach other leaders, or build the association's capacity?

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As a result of attending the Summit, I am committed to working on the following competency goals in the following ways:

- 1. 

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- 2. 

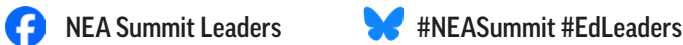
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- 3. 

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Amplify Your Voice – Share your experience using our social media platforms.





## Block 3 (CONTINUED)

### STRATEGY AND FISCAL HEALTH

#### SFH300 The Five-Minute Tax Return

116 A-B

Did you know that you can do a typical local's tax return in five 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 teach you how to file for tax-exempt status with the IRS, and how to implement recording-keeping practices every association needs to know and understand.

*Learning Lead(s):* Paula Purdy, Rodney Rowe

#### SFH301 SWOT Analysis: An Essential Tool in your Strategy Toolbox

115 A-B

This interactive session teaches you how to design and conduct a SWOT (Strengths, Weaknesses, Opportunities, and Threats) Analysis—a key component in good strategic planning in your association. This session is designed to help local association leaders bring better alignment, focus, and member value to their union's work

*Learning Lead(s):* Leigh Kennedy

#### SFH302 The Basics of Strategic Budgeting and Reserves

114 A-B

Learn strategic budgeting basics for maintaining fiscal health. Participants will learn: 1. How to use a strategic plan to develop strategic budget; 2. How to create strategic budgets, and issues to consider when planning and drafting a strategic budget; 3. Guiding principles for creating a strategic budget; and 4. Planning strategically for financial uncertainty by establishing reserves.

*Learning Lead(s):* Bob Maleta

### BOARD ONLY SESSION (NOTE: For NEA Board of Directors Only)

#### BOD300 NEA Directors: Roles and Responsibilities at the NEA Representative Assembly

430 A

This session offers NEA Directors a deeper understanding of their unique role at the NEA Representative Assembly, distinct from other leaders and delegates. Participants will explore strategies to strengthen collaboration with fellow leaders and ensure continuous support for delegates throughout the year. Whether new to the role or seasoned in the position, attendees will leave with practical resources, clear expectations, and actionable steps to guide their work with delegates and maximize their impact.

*Learning Lead(s):* Angie Powers, Jeb Binns, Denise Lake, Paula Merrigan, Robert Rodriguez, Ron 'Duff' Martin, Sherri Schwanz, Ivory Smith, Hannah StClair, Brian Skinner, Edward Ventura





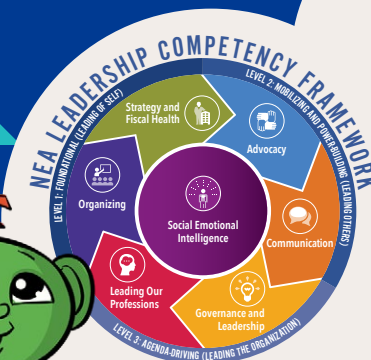
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Harmony Academy is proud to be a Bronze Sponsor of the 2025 NEA Leadership Summit

Don't miss our featured session on **Saturday, March 8<sup>th</sup>** at **8:15 a.m. ET** where we will highlight the role of **leadership, curriculum, and the social emotional intelligence** competency in the **NEA framework**.







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**ED**  
**VOTES**



# NATIONAL EDUCATION ASSOCIATION

The National Education Association (NEA), the nation's largest professional employee organization, is committed to advancing the cause of public education. NEA's 3 million members work at every level of education, from pre-school to university graduate programs. NEA has affiliate organizations in every state and more than 14,000 communities across the United States.

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Felicia Dixon, Sr. Financial Specialist

## **A special thanks to all our presenters and the NEA staff in the following centers:**

Center for Advocacy and Political Action

Center for Communications

Center for Education Policy and Implementation

Center for Governance

Center for Innovation and Technology

Center for Professional Excellence and Student Learning

Center for Organizing and Affiliate Support

Center for Racial and Social Justice



# THANK YOU

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then post about experience on social media.

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Remember to check out the Leadership Development page  
([nea.org/leadership-development](https://nea.org/leadership-development))

for resources to help you continue your leadership  
journey. We look forward to seeing you next  
year in March at the 2026 NEA National  
Leadership Summit!



## JOIN US IN 2026!

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