

# NEA Great Public Schools (GPS) Fund Grants

## 2024-2025 Annual Report

NEA GPS Fund Grants advance NEA's goal of great public schools for every student. Established in 2013 by the NEA Representative Assembly, they enable State and Local Affiliates to develop, implement, and lead with an agenda that engages members by emphasizing student-centered success and well-being through union-led efforts.

Go [here](#) for more about the NEA GPS Fund Program, including the Planning Grant.

The goals of the NEA GPS Fund are:

- To generate and develop innovative ideas designed to promote sound practice;
- To capture key learnings that promote student success;
- To develop and deliver supports by members for members that promote professional excellence;
- To establish new organizational partnerships toward improving professional practice and aligning it with organizational priorities; and
- To cultivate sustainable programs to be reproduced and amplified by other Affiliates to make meaningful change in public education for educators and students.

Go [here](#) for more about the Grant application process and timeline.

Go [here](#) for more about previously awarded GPS Fund Grants, with detail shown by state.



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**212**  
**TOTAL NUMBER OF GRANTS  
AWARDED TO DATE**

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**\$72.9  
million**  
**TOTAL AMOUNT OF GRANTS  
AWARDED TO DATE**



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**EVERY STATE AFFILIATE  
HAS RECEIVED AT LEAST  
ONE GRANT.**

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For questions, please email [GPSFund-PF@nea.org](mailto:GPSFund-PF@nea.org)

# NEW GRANTS AWARDED IN 2024-25

## **Calvert Association of Educational Support Staff (CAESS)**

### ***ESP Professional Learning Prowgram***

In partnership with Calvert County Public Schools, CAESS will use its GPS Fund grant to prioritize professional learning for education support professionals. The ESP Professional Learning Program is a structured orientation that provides comprehensive training on school district policies, procedures, and position-specific duties in order to ensure participants' successful transition into new roles. The Program then supplies ongoing professional learning for all ESPs throughout their careers. To support safe, secure workplace environments that strengthen students' ability to learn and thrive, the Program provides trainings and awareness campaigns designed to unpack biases so ESPs can achieve respect and stability in their workplaces.

## **Alabama Education Association (AEA)**

### ***Future Teachers of Alabama: Empowering Tomorrow's Leaders***

AEA will use its GPS Fund grant to recruit aspiring educators by providing EdRising curriculum to chapters of Future Teachers of Alabama across the state and promoting high school student participation at Alabama EdRising competitions and at its national conference. Tomorrow's Leaders will receive in-person and virtual trainings designed to create a network that encourages them to return to their communities as educators. AEA locals will work with Future Teachers of Alabama chapters to make connections, inspire a sense of belonging and purpose, and give students reasons to stay and return.

## **Green Bay Education Association (GBEA)**

### ***Improving Engagement and Retention through ESP Mentoring***

GBEA will use its GPS Fund grant to support an ESP Mentoring program through all stages of its structured life cycle – initiation, credentialing, application, interviewing, and mentoring – to support current staff transitioning into new paraprofessional roles. Throughout the program, mentors and mentees will maintain open communication, attend meetings, and engage in coaching to support professional development. By supporting paraprofessionals with credentialing, job application assistance, and ongoing mentor relationships, GBEA's Engagement and Retention through ESP Mentoring program will help employees transition to and be successful in their new careers.

## **Huntsville Education Association (HEA)**

### ***Project ENERGI: Engaging New Educators through Retention and Growth Initiatives***

HEA will use its GPS Fund grant to provide early career educators with targeted support through Project ENERGI. This comprehensive initiative is designed to encourage teacher retention by creating and fostering a network of opportunities for meaningful engagement, inclusion, and growth so aspiring educators feel empowered, valued, and supported during their critical early years.

## **North Dakota United (ND United)**

### ***Increasing Native American Representation among K-12 Educators: Taskforce and Mentorship Program***

*ND United will use its GPS Fund grant to support its work with North Dakota tribal colleges, Native American educators, Aspiring Educators, and other stakeholders in student success in order to increase Native American representation among the state's K-12 workforce. The Taskforce and Mentorship Program will identify and implement requisite supports and resources for Aspiring Educators in order to graduate from Bachelors programs, identify barriers to job placement, and provide a one-year program for Native American educators to mentor early career Native American teachers.*

## **Education Support Professionals of Baltimore County (ESPBC)**

### ***ESPBC Mentoring Matters Program***

In partnership with Baltimore County Public Schools, ESPBC will use its GPS Fund grant to create a comprehensive onboarding program for office professionals and paraeducators with less than 3 years' experience in their current position. The Program supports peer-mentor partnering and offers monthly training modules that cover hands-on subjects and job-specific skills while allowing time for reflection and growth. Planned equity training sessions will provide space for confronting biases and increasing mindfulness of how perceptions can impact students, colleagues, and the community. Mentoring Matters is a collaborative, union-led onboarding program for all new staff within the ESPBC bargaining unit.

### **Florida Education Association (FEA)**

#### ***Leaders Building Leaders through Equitable Access to Professional Development***

FEA will use its GPS Fund grant to provide educators with professional development opportunities that are proven to advance and strengthen member engagement around racial and social justice issues. While providing all members with equal PD access, Leaders Building Leaders focuses on early career educators and emphasizes racial and social justice. An online platform provides unique learning opportunities and training environments for different constituency groups with State certification and recertification courses, resource banks, and educator toolkits designed to meet individual state member's needs. Program and training options will enhance mentoring and mentoring programs across the state. Participants will serve as leaders and mentors, becoming 'PD ambassadors' who will reinforce the inclusion of racial and social justice programs and initiatives across the state.

### **West Virginia Education Association (WVEA)**

#### ***Bob Burdette Center Community Schools Afterschool Program***

Partnering with the Bob Burdette Center (the Center) of Charleston – which provides tutoring and academic instruction for K-5 students – WVEA will use its GPS Fund grant to transform teacher preparation in West Virginia. Backed by WVEA's financial support, aspiring teachers will simultaneously address classroom readiness and racial justice; education majors will work directly with students while earning college credit. The Center will provide early career educators with opportunities to hone classroom skills in a safe, diverse, and equitable environment. By providing skill sets that ensure all students in underserved communities feel valued and supported, participating aspiring teachers will gain hands-on experience addressing factors contributing to systemic inequities in education.

### **North Carolina Association of Educators (NCAE)**

#### ***S.E.E.D.: Supporting Early Educator Development Program***

NCAE will use its GPS Fund grant to provide crucial mentorship and support to aspiring educators through its S.E.E.D Program, a two-year mentorship initiative that features the Early Career Resources Round-Up and Great Teaching and Learning Program. By focusing on Racial Justice in Education in the beginning stages of employment, S.E.E.D ensures new educators have a solid foundation for careers that depend on providing diverse, equitable, inclusive public education for every student in alignment with NCAE's core values. By leveraging the expertise and experience of NCAE's Network of Excellence, Teachers and ESPs of the Year, S.E.E.D's two-pronged approach delivers resources, support, and mentorship to aspiring educators when they enter the profession.

### **Vermont-NEA**

#### ***Vermont Educators Bill of Rights***

Vermont-NEA will use its GPS Fund grant to support the Vermont Educators' Bill of Rights, which calls for dignified compensation, adequate planning and collaboration opportunities, and safe, secure schools. Vermont Educators' Bill of Rights will become the standard, giving them the benchmarks they need to strive for. By informing, engaging, and organizing local members, the campaign will enshrine the Bill of Rights into the very foundation of our work.

**NEA GPS Fund Oversight Committee:**

Princess Moss, Chair and NEA Vice President

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Alfonso Salais, Vice President, National Council of Urban Education Associations

Alec Thomson, President, National Council for Higher Education

Lois Yukna, President, National Council for Education Support Professionals

Andy Coons, Senior Director, NEA Center for Professional Excellence and Student Learning

Amber Parker, Director, NEA ESP Quality Department

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