

2026 NEA National Leadership Summit

Content Block 1 – Session Descriptions: Saturday, March 14, 8:15-10:15 a.m. CT



ADVOCACY

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

COMPETENCY DOMAIN FOCUS	SESSION TITLE, DESCRIPTION, LEARNING LEADS
ADV100 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Advocacy Isn’t Optional: Equipping Educators to Lead Change Now</p> <p>Description: Educators must move beyond the classroom to defend public education and democracy. This session helps participants shift from observers to advocates by using personal testimony, collective organizing, and systemic action. Grounded in the NEA Leadership Competencies, educators will gain tools to build advocacy pipelines within their locals and communities.</p> <p>Learning Lead(s): Jermaine Shakespeare</p>
ADV101 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Using AI to Amplify Union Voice and Action</p> <p>Description: Step into the future of advocacy! This hands-on session shows how AI systems, paired with your individual strengths, can reframe your role, sharpen your message, and amplify your impact—empowering you to drive meaningful change in public education.</p> <p>Learning Lead(s): Karrie De Torres</p>
ADV102 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Bargaining for the Common Good (Part 1)</p> <p>Description: 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 have the opportunity to reflect on their own unique circumstances and be challenged to consider how these strategies might be implemented in their locals to create</p>

	<p>impact in their schools and communities back home. This is part 1 of a 2-part session.</p> <p>Learning Lead(s): Brian Beallor</p>
<p>ADV103 <i>Designed for Level 1 Leaders</i></p>	<p>Title: Beyond Your Wildest Dreams: A Practical Guide to Building Your Leadership Plan</p> <p>Description: Leadership journeys often begin with small steps of advocacy and grow into unexpected opportunities. My path from educator to board member shows how growth in advocacy doesn't happen in isolation and builds on other leadership competencies like social-emotional intelligence, governance, and communication. In this interactive session, participants use a Leader Crosswalk template to set a SMART goal, map strengths, and design a pathway for leadership beyond their wildest dreams—no matter their role.</p> <p>Learning Lead(s): Christina Gordon</p>
<p>ADV104 <i>Designed for Level 1 Leaders</i></p>	<p>Title: Creating An Anti-Racism Taskforce at the Local Level</p> <p>Description: Want to learn how to build an Anti-Racism Taskforce that helps you build an anti-racism union? In this session, participants will learn a framework that requires active engagement to make concrete changes in racial inequities and to and to foster active and engaged anti-racist practices.</p> <p>Learning Lead(s): Jariza Rodriguez</p>
<p>ADV105 <i>Designed for Level 2 Leaders</i></p>	<p>Title: Fostering Inclusive and Safe Workspaces: Empowering LGBTQ+ Educators and Allies at All Levels</p> <p>Description: This session will explore strategies and best practices for creating inclusive, safe, and supportive work environments. Participants will gain insights into the unique challenges faced by LGBTQ+ educators 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>Lead(s): Frank Burger, Stacy Schmidt</p>
<p>ADV106</p>	<p>Title: Running a Local PAC Drive</p>

<p><i>Designed for Level 1 and 2 Leaders</i></p>	<p>Description: Learn to create and execute a political action committee (PAC) fundraising program in your local with tools on how to set a goal, create a plan, ask for donations, and continue this legacy-building work into the future. This session will require listening, learning, and participation!</p> <p>Learning Lead(s): Kari Coppersmith</p>
<p>ADV107 <i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: The Republican Educators Leadership Lab</p> <p>Description: In an environment where conservative voices in education are often underrepresented, this workshop equips participants with the tools, strategies, and confidence to lead effectively within their unions. This leadership training is designed specifically for Republican educators and those interested in building advocacy skills to engage Republican members, as well as develop strategies to effectively advocate with Republican elected officials.</p> <p>Learning Lead(s): Susana O’Daniel, Jennifer Smith-Margraf</p>



COMMUNICATION

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

COMPETENCY DOMAIN FOCUS	SESSION TITLE, DESCRIPTION, LEARNING LEADS
COM100 <i>Designed for Level 2 Leaders</i>	<p>Title: How to Use Social Media to Engage Members and Allies</p> <p>Description: Social media has become a common way for people share news, find information, and connect—and our members use it too. With 71% of Americans expressing trust in unions, we must present ourselves online as consistent voices. As misinformation spreads, our locals must be visible, active, and accessible across a variety of social platforms. This session will focus on how unions can use social media to intentionally engage members, connect with allies, and build a strong, trusted presence in our community.</p> <p>Learning Lead(s): Katie Lukins, Lindsay Ray; Hannah StClair; Elizabeth White</p>
COM101 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Power of Storytelling: Using Your Authentic Voice to Galvanize and Inspire</p> <p>Description: 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. Session participants will gain a deeper understanding of how personal stories have the power to change attitudes, perceptions, behaviors, and win support for public education.</p> <p>Learning Lead(s): Brian Washington, Sundjata Sekou</p>
COM102 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Championing Every Student: Leadership Rooted in Race, Class, and Community Power (Part 1)</p> <p>Description: To <i>lead</i> in our unions and schools, we must ensure every student is seen, heard, and valued in their full identity. At a time when right-wing politicians and billionaire-backed allies try to divide us for power and profit, we must lead with courage. This session offers tools for relational organizing and hard conversations about race, class, and gender—so we can build coalitions, center shared values, and champion students through collective leadership.</p>

	<p>Learning Lead(s): Shawna Moore, Pamella Johnson, Michael Scott, Merwyn Scott</p>
<p>COM103 <i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: That’s My Story and I’m Sticking to It! Using Message to Counter Disinformation</p> <p>Description: In a world where false information spreads fast, how we tell our story matters more than ever. This session will give you a fresh look at the values-driven messages that work, while also equipping you to push back when disinformation enters the conversation. Through real-world examples and practice, you’ll learn how to use powerful language that makes an impact. You’ll leave with practical tools to stay on message whether you talk to the press, post on social, or have one-on-one conversations.</p> <p>Learning Lead(s): Katie O’Connell, Tory Brown</p>
<p>COM 104 <i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: Voice With Vision to Lead with Precision</p> <p>Description: Effective leaders know that powerful communication inspires action. In this interactive session, participants will learn to adapt their message to diverse audiences, using strategies that build trust, spark engagement, and drive change. Through real-world scenarios, role-play, and peer feedback, leaders will leave with a personalized communication plan to advance their goals in education and advocacy.</p> <p>Learning Lead(s): Shana Middleton</p>
<p>COM 105 <i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: Winning Contract Negotiations through Strategic Communications</p> <p>Contract negotiations are fought—and won—at the bargaining table and in the court of public opinion. Effective communications 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 that are needed to shape a winning narrative and drive public support before, during, and after negotiations.</p> <p>Learning Lead(s): Justin Conley, Sydney Slifka</p>



GOVERNANCE AND 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.

COMPETENCY DOMAIN FOCUS	SESSION TITLE, DESCRIPTION, LEARNING LEADS
GOV100 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Covering Your Assets: Governing Documents in the Modern Political Environment</p> <p>Description: This session will highlight the process of how and why Virginia's Fairfax Education Association modernized their governing documents, the strategic reasons behind the items leaders prioritized, and the structures they created. Participants will examine the strategies used for how the process was rolled out to engage members, and how the local tried to build consensus around the revisions. Participants will also examine the essential role collaboration with other NEA affiliates and legal counsel plays in this process.</p> <p>Learning Lead(s): Matthew Wallace</p>
GOV101 <i>Designed for Level 1 Leaders</i>	<p>Title: From Basecamp to Summit: Building Student-Centered AI Policy and Sustainable Practices</p> <p>Description: Discover how students and educators co-created AI rights and responsibilities to guide district policy. This interactive session, grounded in the governance and leadership domain, will equip leaders with strategies to embed equity, resilience, and respect into technology governance, while providing actionable tools to strengthen associations and defend public education and our democracy.</p> <p>Learning Lead(s): Chris Thomas, Kathryn Bellows, Dr Heather Kellstrom, Isaac Thomas</p>
GOV102 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Professional Relationship Building: Bridging the Association and Administration at All Levels</p> <p>Description: 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>Learning Lead(s): Lisa Johnson, Chelsea Miles</p>

<p>GOV103 <i>Designed for Level 1 Leaders</i></p>	<p>Title: Turning Setbacks into Triumph: Reflection as a Practice of Resilience</p> <p>Description: With pressure on local leaders to showcase union successes, they seldom examine failures openly. This session encourages participants to share their failure stories and uncover valuable lessons. Attendees will analyze a case study of the Pasadena Educators Association, focusing on addressing failures that spurred transformation. Through discussions and reflective exercises, leaders will learn to convert setbacks into stepping stones, fostering resilience and perseverance within their union.</p> <p>Learning Lead(s): Angela Garcia</p>
<p>GOV104 <i>Designed for Level 2 and 3 Leaders</i></p>	<p>Title: The Human-Led Union: Leveraging AI as a Tool for Power</p> <p>Description: Discover how union leaders can use AI to strengthen, not replace relationships and leadership. Grounded in the NEA Leadership Competency Framework, this session draws on the expertise of leaders in the room to anticipate practical uses, pitfalls, and human-centered guardrails while supporting each participant in developing an AI-enhanced leadership plan.</p> <p>Learning Lead(s): Angie Powers, Justin Thompson, Adam Aguilera</p>
<p>GOV105 <i>Designed for Level 3 Leaders</i></p>	<p>Title: Leading Together: Lessons from MAE and AEA on Strategic Leadership Development</p> <p>Description: Looking for a way to create a sustained approach to developing leaders? Join the Mississippi Association of Educators (MAE) and the Alabama Education Association (AEA) and learn how their cohort-based approach created a year-round, competency-based, leadership development program that is positioning leaders to lead and build organizational capacity.</p> <p>Learning Lead(s): Erica Jones, Pamela Fossett</p>



LEADING OUR PROFESSIONS

Advocates for quality inside our professions and promotes our union's role in advancing education transformation and student learning.

COMPETENCY DOMAIN FOCUS	SESSION TITLE, DESCRIPTION, LEARNING LEADS
LOP100 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: AI as a Thought Partner: Building Leadership, Equity, and Efficiency in Public Education</p> <p>Description: In California's Anaheim Union High School District, AI is leveraged to strengthen leadership, deepen equity, and expand opportunities for students and families. This session highlights how AI can save educators time, enhance collaboration, and reimagine engagement. Through interactive activities, participants will explore how AI can support resilient leadership and leave with strategies to apply in their associations and communities.</p> <p>Learning Lead(s): Tyler Sherman</p>
LOP101 <i>Designed for Level 2 Leaders</i>	<p>Title: Andragogy in Action: Building Equity and Partnerships That Last (Part 1)</p> <p>Description: This session, co-designed by a non-profit organization and an educators' union, centers on andragogy—how adults learn through relevance, autonomy, and collaboration. Participants will explore equity-driven strategies that transform classrooms and communities, examine and unpack standards, and connect initiatives to school budgets, family engagement, and community partnerships. Gain access to replicable tools to address systemic inequities and foster sustainable, student-centered success nationwide.</p> <p>Learning Lead(s): Tamar LaSure-Owens</p>
LOP102 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Building Collective Power and Counter-Narratives: Project MITTEN</p> <p>Description: This presentation will highlight lessons learned about building sustainable coalitions between higher education, labor unions, and school districts in hostile political climates. The result is Project MITTEN: A three-pronged approach—diversifying teacher pipelines, enhancing cultural competency, and fostering mentorship, all of which serve as both immediate intervention and long-term movement building.</p>

	<p>We can serve as sites of resistance and transformation rather than complicity with oppressive systems.</p> <p>Learning Lead(s): Annette Christiansen, Roland Coloma, Jeff Lisiecki, Karie Jorah, Tanesha Watkins</p>
<p>LOP103 <i>Designed for Level 2 Leaders</i></p>	<p>Title: Community School Implementation and Expansion</p> <p>Description: This session aims to raise Community School awareness and further 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 this strategy. This transformative and scalable approach harnesses local vision and priorities to build toward collective action that benefits entire communities.</p> <p>Learning Lead(s): Angelia Ebner, David Greenberg, Kelly McMahon, Azer “Nikki” Woodward</p>
<p>LOP104 <i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: Creating a Coaching Culture: Fostering Growth, Sparking Change, and Cultivating Future Leaders</p> <p>Description: Coaching is an integral part of a professional association. It improves teaching, learning, involvement, and advocacy. This session will explore how to create a well-planned coaching system that is not one-size-fits-all, providing a framework for more productive and impactful work. We will discuss various coaching models and strategies to help members and leaders develop their practices, leading to increased advocacy and greater opportunities for future leaders.</p> <p>Learning Lead(s): Rebecca Hall</p>
<p>LOP105 <i>Designed for Level 2 and 3 Leaders</i></p>	<p>Title: Critical Ethnic Studies as Teacher Leadership, Resistance, and Noncompliance in the Classroom (Part 1)</p> <p>Description: How do educators combat coordinated attacks on teaching truth and develop strategies for resistance and noncompliance in their classrooms? Participants will hear how critical ethnic studies provides educators in St. Paul, MN, an opportunity to examine, dream, plan, and execute teaching truth to students. Participants will also outline their own strategy for resistance, noncompliance, and teaching truth in their classrooms.</p> <p>This is part 1 of a 2-part series.</p>

	<p>Learning Lead(s): Kimberly Colbert, Cassandra Sheppard</p>
<p>LOP 106 <i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: Using the Model Code of Educators in Everyday ESP Work (Part 1)</p> <p>Description: Education Support Professionals (ESP) are the heartbeat of every school system. Whether keeping students safe, supporting instruction, or maintaining essential operations, ESPs shape the conditions that make learning possible. Yet ESPs are often asked to navigate complex situations without formal guidance on ethical decision-making, boundaries, or professional expectations.</p> <p>This session provides ESPs with a practical, easy-to-use framework for ethical professionalism—one that protects students, strengthens workplace relationships, and elevates the status of ESPs as essential educators. Participants will walk away empowered, confident, and better equipped to handle the real challenges they face every day.</p> <p>This is part 1 of a 2-part session.</p> <p>Learning Lead(s): Loranzo Andrews, Audrey Nichols</p>
<p>LOP 107 <i>Designed for Level 1 Leaders</i></p>	<p>Title: Mentoring for Mastery: The Importance of Quality Mentorship</p> <p>Description: Quality mentorship, in both the classroom and the union, helps strengthen the profession and union. In this session, participants will learn different strategies to help integrate Aspiring Educators into your classroom and Early Career Educators into your building and district.</p> <p>Learning Lead(s): Matthew Callahan, Jasmine Meadows</p>
<p>LOP108 <i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: Powering Up PLCs: Advancing Fair and Justice-Oriented Assessment for Every Learner</p> <p>Description: As education leaders, how can we ensure assessment supports all students? This session will equip educators with effective strategies, like professional learning communities (PLC) to examine assessment practices through a fairness and justice lens, prioritize meaningful classroom assessment over external assessment, and elevate student learning. Through collaborative learning and discussion, participants will expand their assessment literacy and identify practical structures and practices to shift assessment toward equity and opportunity.</p> <p>Learning Lead(s): Caroline Wylie, Christine DonFrancesco</p>

LOP109	<p>Title: You Are Resilient! Using the NEA Leadership Competency Framework to Maximize Your Own Power and Lead</p> <p>Description: This session introduces the <i>NEA Leadership Competency Framework</i>, offering an overview of all seven competencies, with an emphasis on "Leading Our Professions." Participants who complete the NEA leadership self-assessment before the Summit and will use their results to identify an area of interest for professional growth; an in-session alternative will be available for those who need it. This session highlights the value of setting meaningful professional goals, anticipating challenges, overcoming those challenges, and supporting the development of others. By exploring these practices, participants strengthen their own leadership skills while deepening their capacity to guide and elevate their profession.</p> <p>Learning Lead(s): Lori Hardee, Kimberly Johnson</p>
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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.

COMPETENCY DOMAIN FOCUS	SESSION TITLE, DESCRIPTION, LEARNING LEADS
ORG100 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Building a Bold, Inclusive Future: Leadership Pathways for Aspiring Educators of Color</p> <p>Description: The future of education relies on diverse leadership in our unions. Learn strategies to recruit and retain Aspiring Educators (AEs) of color, dismantle barriers, and build inclusive union networks with leadership pathways that help AEs thrive as future union leaders.</p> <p>Learning Lead(s): Jessica Bailey, Stephanie Chavez</p>
ORG101 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Building a Powerful and Resilient Chapter Through Community Coalitions</p> <p>Description: When faced with an out-of-control school board and superintendent, a 26-member chapter set out to build a community coalition to take back their school in a VERY conservative region. With no prior community alliances or history of direct action, learn how locals can build power and the pitfalls to avoid, win elections, and put students first through the establishment, care, and feeding of a community coalition. This session will teach participants the skills to create the foundation for successful coalitions!</p> <p>Learning Lead(s): Cora Dillard, Karmen Lee Ortloff</p>
ORG102 <i>Designed for Level 1 Leaders</i>	<p>Title: Don't Dismiss Me: Seats at the Tables, Strategies to Recruit, Engage, and Empower BIPOC Members (Part 1)</p> <p>Description: This session highlights best practices and intentional strategies for recruiting and engaging members of color in our unions as a pathway to building organizational power. Two states—New Jersey and Indiana—have used innovative approaches. Through intentional one-to-one conversations, creating affinity spaces, and culturally responsive organizing, participants will learn skills to develop strategies that build trust and empower educators of color as leaders in their unions.</p> <p>This is part 1 of a 2-part series.</p>

	<p>Learning Lead(s): LaQuita Maxey, Eric Jones, Wafa Safi Hassan</p>
<p>ORG103 <i>Designed for Level 2 and 3 Leaders</i></p>	<p>Title: Educators for Strong Schools: Engaging Members with Public School Strong</p> <p>Description: <i>Educators for Strong Schools</i> is a program designed to build robust community partnerships and local affiliates that are powerful enough to advocate for fully funded, equitable public education systems. Leveraging the NEA Leadership Competency Framework, participants will acquire the skills to enhance member engagement, cultivate authentic community collaborations, analyze policy intersections with race, equity, and labor, as well as develop sustainable local groups.</p> <p>This session is created for educators prepared to lead education justice movements.</p> <p>Learning Lead(s): Michael Carvella</p>
<p>ORG104 <i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: Organizing to WIN: One Site at a Time</p> <p>Description: To build the movement to protect public education and build the capacity of the union we need leaders with organizing skills. This session is geared toward Level 1 leaders who want to understand the theory, research, and practice of how to utilize one-to-one conversations to build relationships, identify leaders, and map worksites.</p> <p>Lead(s): Justin Johnson</p>
<p>ORG105 <i>Designed for Level 2 Leaders</i></p>	<p>Title: Union Mentorship as a Lifeline for New Educators</p> <p>Description: To build the movement to protect public education and build the capacity of the union we need leaders with organizing skills. This session is geared toward Level 1 leaders who want to understand the theory, research, and practice of how to utilize one-to-one conversations to build relationships, identify leaders, and map worksites.</p> <p>Learning Lead(s): Rachael Poppe</p>
<p>ORG106 <i>Designed for Level 2 Leaders</i></p>	<p>Title: May Day 2028: Educators Join the Movement</p> <p>Description: This introductory workshop connects NEA and the National Council of Urban Education Associations (NCUEA) members to the historic May Day 2028 call from United Auto Workers (UAW) President Shawn Fain and the broader labor movement. Participants will explore why</p>

	<p>educators—even without aligned contract dates—have a critical role in building worker power against billionaire interests and learn how their locals can begin preparing for participation.</p> <p>Learning Lead(s): Wil Page, Shannon Rasmussen, Alfonso Salais, June Prakash, Michael Evans, Brent Bergstrom, Janet Caldwell</p>
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SOCIAL AND 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.

COMPETENCY DOMAIN FOCUS	SESSION TITLE, DESCRIPTION, LEARNING LEADS
SEI100 <i>Designed for Level 1 Leaders</i>	<p>Title: Am I Ok? Cultivating Calm in the Chaos</p> <p>Description: Educators are expected to be polite, positive, and productive—even when facing personal or professional challenges. In this session, participants will reflect on the emotional toll of these expectations and learn about tools to navigate them. Participants will also explore common stressors and triggers, complete a self-assessment of their emotional regulation practices, and engage in breath-work, mindfulness, and self-reflection activities. Attendees will leave with strategies to maintain professionalism and support student success, even amid chaos.</p> <p>Learning Lead(s): Janaya Foster, Taraja Shephard Allen</p>
SEI101 <i>Designed for Level 2 and 3 Leaders</i>	<p>Title: Increasing Educator Agency and Resilience to Promote Meaningful Change</p> <p>Description: Education leaders face immense challenges that can cloud clarity and direction. This session offers a fresh mindset that will help participants lead with clarity, confidence, and purpose. Together, participants will examine the unexamined assumptions that shape current conditions, harnessing curiosity to meet the challenges in ways that preserve well-being while activating individual and collective potential.</p> <p>Learning Lead(s): Jay Schroder</p>
SEI102 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Navigating Chaos with Calm: Leading with Clarity in Challenging Times (State Presidents Only, Part 1)</p> <p>Description: When leaders face unexpected challenges, calm clarity means the difference between breakdown and breakthrough. Transform pressure into performance with this interactive session for leaders who refuse to let stress derail success. Learn neuroscience-based techniques to stay calm, think clearly, and make strategic decisions when it matters</p>

	<p>most. Through coaching exercises and real-world applications, master leading with composure and turn chaos into breakthrough results.</p> <p>This is part 1 of a 2-part session.</p> <p>Learning Lead(s): Andrea Walker</p>
<p>SEI103</p> <p><i>Designed for Level 2 and 3 Leaders</i></p>	<p>Title: Mitigating Leadership Identification Bias</p> <p>Description: It is a well-accepted fact that leader identification is part of what makes leaders effective. But what if our leadership identification practices are getting in the way? What if our biases and mindset about who leads—and how—are narrowing our views? In this session, participants will delve into three common leadership beliefs and learn how these concepts may not only limit who receives leadership opportunities but also create a vicious cycle of chaos that contributes to organizational dysfunction.</p> <p>Learning Lead(s): Dominic F. Padilla</p>
<p>SEI104</p> <p><i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: Repairing the Harm: Leading with Accountability and Empathy in Predominantly White Spaces</p> <p>Description: In predominantly white schools and locals, white-identifying educators have a responsibility to lead with a racial and social justice lens. This session offers restorative approaches for responding to harm—especially around race, identity, and equity. Participants will learn social and emotional leadership skills and practice how to “call in,” make effective apologies, and repair trust with a focus on building resilient, inclusive communities.</p> <p>Learning Lead(s): Stephanie Hendrix</p>
<p>SEI105</p> <p><i>Designed for Level 1 and 2 Leaders</i></p>	<p>Title: Respectfully Resist: The Neuroscience and Key Insights on Respect and Disrespect, and the Tools and Techniques You Need to De-Escalate Upset and Conflict</p> <p>Description: Aligned with the NEA’s social and emotional intelligence domain, and designed to support its interlinked priorities, including advancing respect, excellence, and support for all educators, this highly informative, interactive, and experiential two-hour breakout session provides participants with information about the neuroscience of respect and disrespect, the importance of respect in relationships, and tools and techniques that support the de-escalation and management of situations where respect is compromised or lacking.</p>

	Learning Lead(s): Gregg Ward
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STRATEGY AND FISCAL HEALTH

Builds the brand and accomplishes the goals of the Association through effective financial management and understanding of fiduciary responsibilities.

COMPETENCY DOMAIN FOCUS	SESSION TITLE, DESCRIPTION, LEARNING LEADS
SFH100 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Getting Started with AutoPay: Tools, Tips and Skills for Smooth Dues Collection</p> <p>Description: AutoPay is a powerful tool that allows members to pay dues automatically through credit card or EFT/ACH, helping streamline collections and improve retention. This session is designed for those setting up AutoPay for the first time or supporting members through the transition. Gain helpful insights into what works and pitfalls to avoid, ensuring your affiliate has a successful AutoPay launch.</p> <p>Learning Lead(s): Courtney Hatfield</p>
SFH101 <i>Designed for Level 2 Leaders</i>	<p>Title: SWOT Analysis: An Essential Tool in Your Strategic Planning Toolbox</p> <p>Description: Want to level up your leadership to have a lasting impact on your local? This interactive session teaches you how to design and conduct a SWOT (Strengths, Weaknesses, Opportunities, and Threats) Analysis—a key component to 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.</p> <p>Learning Lead(s): Leigh Kennedy</p>
SFH102 <i>Designed for Level 1 and 2 Leaders</i>	<p>Title: Fiduciary Responsibilities and Association Policies to Support an Ethical Culture</p> <p>Description: 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. Gain knowledge about how to conduct an executive session during board meetings. Learn how a code of ethical conduct, conflict of interest, and whistle-blower policies, as well as an audit committee, promote an ethical culture and deters fraud.</p> <p>Learning Lead(s): Rodney Rowe, Paula Purdy</p>

<p>SFH103 <i>Designed for Level 2 and 3 Leaders</i></p>	<p>Title: Guardian of the Funds: A Fiduciary Adventure</p> <p>Description: Join the ranks of financial superheroes in "Guardians of the Funds: A Fiduciary Adventure!" This fun, engaging session will equip teacher association members with the knowledge and tools to fulfill their fiduciary duties confidently. Learn how to protect your organization's resources, spot red flags, and make sound financial decisions—all while embracing your inner guardian.</p> <p>Learning Lead(s): Tanya T. Coats, Joe Crabtree</p>
<p>SFH 104 <i>Designed for Level 2 Leaders</i></p>	<p>Title: A Coalition for Retirement Security</p> <p>Description: Join us in developing NEA leaders who are learning about pensions and the work of pension trustees. We must ensure the future of our retirement plans through succession planning, with attention to the fiscal health of our pension systems and support for those who are entrusted as fiduciaries to protect these plans. Take the next steps on how we can defend and promote our pension systems through data-driven conversations, as we seek to further engage stakeholders on pension health and stability.</p> <p>Learning Lead(s): Kimberly Adams, Andrew Hirshman</p>
<p>BOD100</p> <p>Note: For NEA Board of Directors Only</p>	<p>Title: NEA Directors: Roles, Responsibilities, & Resources before, during, and after the NEA Representative Assembly</p> <p>Description: As an NEA Director, your role at the NEA Representative Assembly carries distinct responsibilities that extend beyond the event itself. This session will equip participants with tools to enhance collaboration with other leaders and support delegates throughout their year-long journey. Designed for both new and experienced NEA Directors, Directors from different sized states, and for state and at-large Directors, this interactive session provides essential tools and resources, outlines clear expectations, and ensures you are prepared to lead, engage, and empower delegates at every stage of their involvement.</p> <p>Learning Lead(s): Brian Skinner, Paula Merrigan, Hannah StClair, Kathy Simpler, Nicole Prevost, Denise Lake, Charles Wilson, III</p>