



Sunday, March 13, 2022 • Content Session Block 3 • 8:15 to 10:15 a.m. PST



Advocacy

ADV 300 Level 1: Foundational

Level 2: Mobilizing and Power Building

Creating Crop Art for Social Justice and Political Activism

Advocacy looks very different in Nebraska. This session demonstrates how crop art was used for social and political education, engagement, and activism. Art Tanderup, a retired leader from Nebraska, will explain how he blended his love of art and advocacy to use his farm to raise awareness, educate others about the Keystone XL pipeline, and garner support for President Joe Biden's Build Back Better plan.

Presenter: Art Tanderup

ADV 301 Level 1: Foundational

The Future Is Inclusive: Build GSAs and Support LGBTQIA+ Educators and Students

GSA used to stand for Gay Straight Alliance. The acronym has been updated to Gender Sexuality Alliance to be more inclusive. In many schools, GSA Clubs are safe spaces on campus for LGBTQIA+ students and ally students who support them. According to GLSEN, there are 8,000 GSA clubs registered at schools across the country.

In the first hour of this session, I'll share the skills needed to start a GSA Club on your campus. Through the "join code," teachers will be added to a sample "GSA Google Classroom" where they can find everything a teacher needs to become a GSA faculty sponsor. The Google classroom includes "Get to Know You" activities, recruitment strategies, ready-to-use GLSEN lessons, the GLSEN calendar, and more.

Maybe you're not ready to start a GSA or feel like this club would not be welcomed on your campus. This session will also share strategies for how to make your classroom a more inclusive learning environment for LGBTQ+ students.

In hour 2 of this session, we'll get political. Attacks on LGBTQ+ educators and students have been increasing, and the 2021 Virginia Governor's race showed educators that "schools will be on the menu"

of enterprising politicians in the upcoming midterm elections. How can we protect our LGBTQ+ students and teachers, and the educators making space for them?

We'll cover educator rights in the classroom through NEA guidance. Organizations like Lambda Legal, ACLU, and GLSEN also have guidelines for student safety and policy.

Presenter: Sarah Milianta-Laffin

ADV 302 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Organizing Parent and Community Partnerships for Change

This session will focus on helping participants develop a strategic plan that involves building collaborative partnerships with stakeholders, setting goals for organizing, and developing skills, as well as writing a plan of action that focuses on leadership growth and ongoing, professional development, all of which improves accountability at the district, local, and state level through teacher, parent, and community partnerships. Participants will leave this session with tools and resources to develop parent-teacher-community coalitions and to recruit more stakeholders in joining the association as community allies.

Presenter: Stephanie Johnson

ADV 303 **Level 1: Foundational**

Sticks and Stones: Understanding Implicit Bias, Microaggressions, and Stereotypes

Implicit bias refers to the attitudes, beliefs, or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases often manifest themselves in the forms of microaggressions and stereotypes. Everyone has implicit bias, but few of us are aware of it and how it impacts our daily experiences. For educators, implicit bias may have a negative effect on our students' behavior and academic outcomes. This session will share real-life examples of different implicit bias, microaggressions and stereotypes, how they impact our schools and provide practical strategies to address and confront them in ourselves and others.

Presenters: Lisa Jennings and David Coleman

ADV 304 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Cafe con Chico: How a Pandemic Project Became a Tool for Political Change

Arizona educators were still amid a battle with the state legislature for the future of their students when a pandemic created a barrier to reaching potential voters. Chico Robinson, an educator and activist, created a short video on social media to promote a petition that evolved over the next few months into a political talk show focused on education and social justice. The talk show garnered thousands of views weekly and hosted both local and national political leaders. The story of Cafe con Chico's success is a road map for other educators to build connections and reciprocal relationships with local politicians and activists, to create constructive content that benefits a wide audience, and to advance social justice

through the bridge between politics and public education. This session supports several leadership competencies, including advocacy, communication, and organizing. Participants will work in small groups to discuss and share challenges, in addition to learning new skills to identify potential allies and issues.

Presenter: Carlos "Chico" Robinson

ADV 305 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Policy Ambassadors: Leadership Development Through Legislative Engagement

Every year dozens of policy changes affect schools, but these changes don't always result in the best outcomes for students and educators. Policy ambassadors learn how to engage in and influence policymaking to achieve better outcomes for students and the education profession. The Policy Ambassador program is designed to help educators with little or no legislative experience gain confidence, learn practical skills, build effective relationships with policymakers and advocate effectively in the legislative process. The result? The UEA Policy Ambassador program has proven successful in training educators to speak on critical policy issues and drive a positive public education agenda.

In this presentation, participants will learn the story of UEA's Policy Ambassador program, understand key training elements and programmatic activities, and hear from current advanced policy ambassadors about their leadership growth and experience through the program. In addition, participants will engage in an exercise to identify individual and member readiness to participate in a similar legislative advocacy program at the state or local level.

Presenters: Sara Jones and Heidi Matthews

ADV 306 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Behind Enemy Lines: How to Negotiate and Advocate in a Hostile Environment

Advocacy and negotiation are two of the cornerstones of our organization. But what do we do when faced with hostile opposition? What do we do when school boards and statewide and national elections don't go our way? This session will break down proven strategies based on science and psychology to help guide locals and state affiliates in dealing with less-than-ideal circumstances.

This session will feature:

1. Strategies for negotiating with hostile local administration and school boards.
2. Strategies for advocating at the state and federal level with elected officials who are less than public education friendly.
3. Strategies for handling members who may not share all the association's beliefs.
4. Interactive activities designed to promote thought and discussion among the attendees.

Presenter: Andy Slaughter

**ADV 307 Level 2: Mobilizing and Power Building
Level 3: Agenda Driving**

From Awareness to Action: Identifying and Engaging Local Members in Racial and Social Justice

Racial and social justice is a hot topic in education right now, but how can locals move members from awareness to action? This session provides a grassroots structure for identifying emerging racial and social justice change-makers, creating a community of support, and elevating them from knowing better to doing better for our students.

A group of member leaders from 13 different locals will provide a toolkit and a guided structure on how to design a Racial and Social Justice Fellowship that is driven by your members' own experiences, needs, and goals. This fellowship toolkit includes practical tools like choice board templates, student panel resources, and vetted best practices to customize and implement in their own community.

Presenters: Dandra Arter, Selena Eckstrom, Kimberly Gilman, Angela Powers, and Shelly Weir

**ADV 308 Level 1: Foundational
Level 2: Mobilizing and Power Building**

Seen, Safe, and Supportive: Creating Inclusive and Affirming Schools for LGBTQ+ Staff and Students

Everyone should be able to work and learn in a school where they feel seen, safe, and supported. Local unions and state affiliates can be agents of change to promote LGBTQ+ inclusive practices and policies in our schools and campuses. We will highlight the rights of LGBTQ+ school employees and students and look at examples of model policies being implemented in various local school districts and states across the country.

Presenters: Bill Farmer and Emily Osterling

**ADV 309 Level 1: Foundational
Level 2: Mobilizing and Power Building**

Maximizing American Rescue Plan Funds Through Organizing

The American Rescue Plan Act (ARPA), passed in 2021, provides unprecedented federal funds to states, cities, and school boards to be used to improve public education nationwide. These historic funds are available for use improving educational outcomes for students, making infrastructure improvements to schools, and funding and supporting NEA members.

NEA's ARPA Coordinators Network is operating in over 31 states to provide training, policy expertise, tracking, and leadership development to state and local education affiliates, organizers, and members. These state-based leaders are regularly securing victories for our students and members through organizing efforts and empowering local education leaders to build coalitions that influence policy and spending of American Rescue Plan funds.

NEA Staff and coordinators will share strategies and training resources to assist members, local leaders, and affiliates influence on how the funds are used. Participants will discuss challenges, successes, goals,

and strategies with coordinators and NEA staff in small group sessions designed to provide interactive feedback and connection with ARPA coordinators from across the country.

Presenter: Conor Hurley

ADV 311 Level 1: Foundational
Level 2: Mobilizing and Power Building

Out Educators: A Must to Create Safe Schools for All Students

One of the best ways to make schools safe for LGBTQ+ students is to make sure that there are role models in schools that students can rely on. The best role models for LGBTQ+ students are LGBTQ+ educators. Too often educators work in spaces where they fear retribution and possible loss of their jobs for being their true, authentic selves. This session will help participants gain the knowledge and skills needed to advocate for LGBTQ+ educators to create safe and supportive working environments for Out LGBTQ+ educators, including using school board policy, contract language, and by lobbying policy makers.

Presenter: Frank Burger

ADV 312 Level 2: Mobilizing and Power Building

Building Our Collective Power

When payroll deduction was deemed illegal, one local in Arizona lost half of their membership. While many blamed the membership decrease on the loss of payroll deduction, the shift revealed that the loss was also a result of a lack of engagement. Likewise, the union was not addressing issues that were important to members and potential members and had been unsuccessful in helping educators understand the value and power of collective action. This session will follow the experience of new union members, who found their voice and used that voice to open the door for the union to embrace new approaches, including creating a Social and Racial Justice Committee. Along the way, we will discuss how the engineering design process, the personal and professional development opportunities that were seized, and collaboration helped propel this committee to develop leaders in various capacities within the district. There will be opportunities for participants to talk, wonder, question, and make plans for your own associations.

Presenter: Christina Bustos

ADV 313 Level 1: Foundational
Level 2: Mobilizing and Power Building

Becoming a Strong Advocate for AAPI Students and Staff Facing Discrimination During COVID-19.

The 2021 Stop AAPI Hate National Report documented 9,081 discrimination incidents that were collected from March 19, 2020 to June 30, 2021. Verbal harassment (63.7%) and shunning (16.5%) comprise two of the largest types of incidents reported followed by physical assaults (16.6%) and vandalism (4.9%). A majority of the incidents are traumatic and harmful but not considered hate crimes. Youth ages 0 to 17 years old reported 9.9 percent of incidents. Fifty percent of Chinese parents surveyed feared for their child's safety in schools. Given the growing rise of anti-Asian hate, this interactive

workshop will train NEA leaders to become strong advocates and allies for their Asian and Pacific Islander (API) students, colleagues, and community members.

In the first hour, NEA leaders will learn the historical context of API hate dating back to lynching of Chinese men in 1871 to current events in 2021 due to the COVID-19 pandemic. The second hour is dedicated to teaching NEA leaders eight concrete strategies to implement as a strong ally as well as learn about NEA's national efforts in supporting API members and students. Interactive activities throughout the 120-minute session includes video analysis, role playing of ally strategies, and small group discussions based on dilemmas faced by NEA leaders' experience with their API students, colleagues, and community members. This session is geared to advance the cause of public education through advocacy for our API students and their families. NEA leaders will better understand the lived experiences of API community members after attending this session.

Presenters: Telly Tse and Phitsamay Uy



Communication

COM 300 Level 2: Mobilizing and Power Building

NEA Member Benefits: From Recruiting, Retaining, and Beyond

This session is designed for Level 2 leaders and will explore the skills needed to engage members and leaders in supporting their relationships and furthering association capacity through an integrated communication system utilizing regular communications via newsletters, flyers, and informational sharing coming from our Ambassador Network. Resources will be available for members and leaders focusing on detailed trainings on a variety of topics, including but not limited to student debt management, financial planning/retirement, and overviews of benefits from NEA Member Benefits. By utilizing NEA Member Benefits, members and leadership will be able to offer positive, solution-oriented outcomes that can immediately impact participants.

Presenters: Susan Estes and Michael Gavin

COM 301 Level 1: Foundational Level 2: Mobilizing and Power Building

Race Talk: Effectively Facilitating Racial Justice Conversations and Engagements

Talking about racial justice in public education—constructively, honestly, and openly—is difficult. Effectively facilitating these conversations and create intentional spaces is equally difficult. Facilitating racial justice conversations begin with understanding your own personal mirror work and journey. This session will provide foundational frameworks and tools to create and hold the space to navigate the challenging conversations. As leaders, educators must be ready and able to engage in the necessary conversations to advance racial justice in our schools, communities, and association.

Presenters: Eriec Colbert, Kelly McMahon, and Hilario Benzon

COM 302 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Winning Message to Ensure Students Get an Honest and Accurate Education

As some segments of our country publicly acknowledge and reckon with the ways our laws, practices, and institutions harm Indigenous, Black, and other People of Color, some on the political right have resorted to its usual dog whistle strategy of distraction and division.

Now, they have latched onto the academic phrase “critical race theory” as a catch-all for their anxieties about demographic changes and losing political power. They are leveraging this phrase to motivate their base, take over school boards, and stoke fear and resentment along racial lines while undermining trust in schools, teachers, and public education.

This session will provide participants with the message tools and techniques to counter the right-wing echo chamber and to ensure that our students get an honest and accurate public education.

Presenters: Miguel Gonzalez and Steven Grant

COM 303 **Level 1: Foundational**

Communications: MEDIA 101

Educators use communications tools and skills every day. Learn to use those basic skills and tactics you already know to be a more effective communicator. This session will provide participants with the building blocks to effectively develop and deliver a winning message in the media and use their voice as educators and public service employees to advocate on behalf of students and public education.

Presenters: Miguel Gonzalez and Staci Maiers

COM 304 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

The Guiding Story: Developing an Association Narrative to Focus and Drive Local Work

This session will focus on the process of developing an association narrative that includes all aspects of the organization’s work.

Attendees will also learn ways to use narrative to recruit members and leaders, as well as bring focus to the association's work. During this interactive workshop, participants will engage in exercises designed to demonstrate how to use the narrative to help with one-on-one conversations, member engagement, and association planning.

Participants will also learn the step-by-step process that was used to develop the narrative with association leaders and begin to create their own narrative.

Presenter: Tony Martinet

COM 305 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Conquer Your Glossophobia (fear of public speaking)

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

Presenters: Heather Griffin and Ramona Oliver



Governance and Leadership

GOV 300 **Level 2: Mobilizing and Power Building**
Level 3: Agenda Driving

Solidarity for Social and Racial Justice: Building Social Justice Unionism

Teacher unions have both an opportunity as well as a responsibility to build a just and equitable educational system. Social Justice Unions build power beyond the singular lens of employee protection to include advocacy and activism for justice in our schools and in our communities for our staff, students, and families. In Madison, Wis. this included looking inside the organization as well as advocacy in their district and community. Come hear how the union engaged in transforming itself into a more socially and racially just union.

Presenter: Kerry Motoviloff

GOV 301 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

ESP Leaders: How to Identify, Utilize, and Develop Excellence

In this session, participants will build a framework for the identification and development of education support professional (ESP) leaders with an equity mindset. By the end of this session, the learner will be able to:

- * Identify leaders within their own locals
- * Identify effective tactics for leadership development
- * Power map their local for capacity building
- * Apply an equity lens to leadership work
- * Explore how to prepare ESP to identify, coach, and mentor other ESP leaders

Presenters: Nani Lium and Keri Roberts

GOV 303 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Decolonizing Your Organization: Creating Culturally Responsive Structures and Processes

This session will examine organizational structures and practices that too often limit member engagement. We will explore new ways of structuring organizations to engage all members, especially those who feel marginalized by current power structures. Racial equity will be a key component of this analysis.

Presenter: Tucker Quetone

GOV 304 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

What We Believe: Building Organizational Identity Through Member-Drive, Value-Shared Policies

This session will provide association leaders with a greater understanding of NEA policymaking and design, and demonstrate how formal, member-driven policies guide leaders by connecting with their personal and professional values, goals, and aspirations. Participants will also learn how to scale these policymaking structures so their own associations can help strengthen collective identity, unity, and power.

Presenter: Paul Birkmeier



Leading Our Professions

LOP 300 **Level 1: Foundational; Level 2: Mobilizing and Power Building**

Reconceptualizing Assessment Together: How to Create Coherent Assessment Systems

Attention grabbing headlines about student assessment scores are causing many folks to sit up and take notice of what seems like a precipitous drop in student achievement. Despite decades of over-assessing students, opportunity gaps have persisted and widened ... even prior to the global pandemic. The sense of urgency around trying to help students “catch up” is causing many policymakers to turn to through-year testing to try to pinpoint learning gaps and tailor instruction. However, one must wonder—is more of the same rote, standardized testing really the answer?

In this session, participants will learn about the NEA Task Force on Assessment’s Principles for the Future of Assessment. Together with members from the Task Force, participants will engage in thoughtful discussion about why it is important to ensure that educators, students, and school leaders have access to coherent assessment systems: systems that employ a diverse array of high-quality assessment methods and provide each student with equitable opportunities to demonstrate what they know and can do.

Together with the presenters, participants will participate in scenarios that demonstrates the vision outlined in the principles. The scenarios will engage participants in two different kinds of assessment methods and share insights as to how they can adopt sound assessment practices in their own professional practice.

Presenters: Christine DonFrancesco and Elic Senter

LOP 301 **Level 1: Foundational**
Level 2: Mobilizing and Power Building
Level 3: Agenda Driving

Ethnic Studies: Promise and Possibilities

In this session participants will learn the components of well-designed ethnic studies courses and programs for the purpose of advancing students' academic achievement, educational equity, community activist scholarship, and community leadership skills.

This workshop will provide a brief overview of the history of the movement for ethnic studies, along with key legislation. Participants will learn the frameworks and pedagogies of ethnic studies, including the core principles and values for developing curriculum and programs, and they will experience a sample ethnic studies lesson. Lastly, participants will collaborate with peers to examine case studies to understand the challenges facing ethnic studies and discuss ways to overcome them.

Participants will also walk away with shared resources, which includes sample lessons, sample resolutions for their district, a sample year long course with syllabus and grade level standards, as well as a step-by-step guide for implementing ethnic studies.

Presenters: Guadalupe Cardona, Taunya Jaco, and Theresa Montano

LOP 302 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

AAPI History is U.S. History: Why AAPI History Matters

Since the beginning of the COVID-19 pandemic, Asian and Pacific Islanders (AAPI) have been scapegoated, blamed, and attacked because of anti-AAPI racism. Nationwide, AAPI teachers and students have faced harassment and microaggressions from other students—due to no fault of their own. However, anti-AAPI hate is NOT new.

The perpetual foreigner stereotype is a form of systemic racism against AAPI. They have been scapegoated in the past by their fellow Americans: Vincent Chin, mistaken for Japanese, was murdered for the downturn of the auto industry in Detroit during the 1980s. In the 1940s, Japanese Americans, many U.S. citizens, were incarcerated in concentration camps after Japan bombed Pearl Harbor. South Asian Americans and Muslims were attacked and unjustly surveilled after the events of September 11, 2001. All this history is rarely talked about and often ignored in classrooms. AAPI history is also one of intersectionality. Learning its history will help bridge gaps and build solidarity across communities. In the past year, we have seen community groups and organizers rise and advocate for change. To continue this momentum, we must also see it occur in the classroom.

In this session, participants will learn more about AAPI history and the curriculum created by The Asian American Education Project, and their work and advocacy in getting AAPI curriculum into the classroom. They will walk away with tools and resources in implementing the curriculum into their classroom and community.

Presenter: Jayson Chang

LOP 303 Level 1: Foundational

How Educators Can Lead in the Fight for Climate and Environmental Justice for All

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

While most people don't necessarily think of the education sector and educators as it relates to climate and environmental justice, our profession is a key lever for multiple reasons. Educators can teach and inspire the next generation of climate leaders in our schools today. Younger generations are increasingly concerned about the damaging effects of climate change, and it is crucial that educators have the tools to guide them. Additionally, school buildings and grounds are ripe for producing clean energy.

This session will focus on two competency domains: "Advocacy" and "Leading Our Professions." A wide array of policies will be covered for which educators (and students) can use to advocate for change at the local, state, and federal levels. Additionally, participants will learn about NEA's partnerships, such as "Carbon Free and Healthy Schools" campaign. The session will also address how educators and the education sector at large, can and should lead on climate action and solutions.

At the end of this session, members will be able to have a larger working knowledge of how education and environmental justice can work together and will leave with tangible policies and programs they can advocate for in their communities.

Presenter: Justin Thompson

LOP 304 Level 1: Foundational

Racial Microaggressions: Their Impact in the Classroom and How to Respond

As educational leaders, we must be able to identify the different forms of racial microaggressions and understand their impact in the classroom. In this session, participants will become aware of the different forms of racial microaggressions, discuss short-term and long-lasting effects associated with racial microaggressions, and discover ways in which microaggressions can be minimized and addressed in the classroom. Through a personal self-assessment of anti-bias behavior, participants will identify areas in need of improvement and create specific goals to address these areas.

Presenter: Veronica Aguiñaga

LOP 305 Level 1: Foundational

The A.B.C.'s of Equity (Acceptance, Belonging, and Collaboration)

At its core this session will promote diversity and equity in the classroom. Together, these principles and practices enhance the well-being of all, ensuring fair and impartial treatment, leading to increased organizational capacity and stronger schools and communities.

Presenter: Adrienne Allen and Lakilia Bedeau



Organizing

**ORG 300 Level 1: Foundational
Level 2: Mobilizing and Power Building**

Real Talk: Creating Brave Spaces to Build Strategic Multi-Racial Coalitions

With the student population getting more diverse by the day, the educational workforce is not keeping pace with our nation's diversity. Politicians are trying to convert schools into ground zero for America's reckoning with all things race. It is more critical than ever for educators to be brave and create courageous spaces to combat hate. NEA's approach to advancing racial and social justice in education is to boost awareness, build capacity, and spark action through a multi-racial lens that prioritizes strong relationships with communities of color. Join NEA's Native People, Black, Latin(o/a/x), Middle Eastern and North African, Multiracial, and Pacific Islander community liaisons from NEA's Community Advocacy and Partnership Engagement (CAPE) team for this workshop on building relationships with BIPOC communities. Hear how Critical Race Theory and family separation at the border are perpetuating White supremacy and denying students the opportunity they deserve. Leverage this safe space to ask questions about stopping Asian Hate, and why the narrative of Christopher Columbus discovering America is problematic. Get practical ideas, tools, and resources for growing your community of anti-racist educators and allies to fulfill NEA's vision of great public schools for all students.

Presenters: Brandon Cahee, Sedelta Oosahwee, and Lindsay Peifer

**ORG 301 Level 1: Foundational
Level 2: Mobilizing and Power Building**

Connect to the Power of Recruitment During a Pandemic and Beyond

This session will demonstrate how one local increased membership during the pandemic and identified leaders during the process. Participants will be provided with innovative ways to develop and implement best practices to recruit new members.

Presenters: Neshelda Johnson, Melanie McGuire, and Danette Stokes

**ORG 302 Level 1: Foundational
Level 2: Mobilizing and Power Building**

Partnerships for Hosting Pre-Retirement Seminars: Teambuilding Across Membership Categories

Membership is every member's business. Local leaders will explore the why, who, what, where and when of hosting pre-retirement seminars in partnership with K-12, post-secondary, ESP, and NEA-Retired locals in their areas. Through engaging conversations and small group activities, participants will delve into strategies which will aid in the development and implementation of effective pre-NEA-Retired seminars and membership growth, which translates into added capacity to advance the association's political and legislative goals.

Presenter: Anita Gibson

ORG 303 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Membership Triage Post-Pandemic: Building Relationships and Membership

In this session, attendees will interactively participate in brainstorm and discussions about engaging members in a post-pandemic world. Now, more than ever, members are struggling to meet the demands of their role in education post-COVID-19. Organizing around member needs of collective bargaining and protecting the contract is no longer enough to maintain a stable union for educators. Attendees will actively address the working conditions and professional responsibilities that have increased since our return to schools, how to utilize existing tools and technology for membership engagement, participate in discussions about passive vs. active members, organizing with strong communication skills, and how community partnerships are important. These discussions are vital for the fiscal funding for our profession and schools moving forward from COVID-19. Participants will need a laptop or tablet to fully participate during this exploratory session.

Presenters: Donald Kimura and Karlana Kulseth

ORG 304 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Make Your Meetings Pop!

As an association, one of our main ways we communicate, disseminate information, as well as engage members and the community, is through meetings. Creating fun, engaging, and meaningful meetings take a little finesse and a lot of organizing and preparation. Once you have established a great framework, you can take the guesswork out of your meetings. Come and learn key strategies and tools to support and hold members accountable to the shared information during your effective meeting.

Presenter: Amanda Thompson-Rice

ORG 305 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Building a Community of Organizers in Your Local

Do you want to expand organizing in your local to increase power and membership? There are organizers in every local. Learn how to identify potential organizers and utilize them effectively. Expand

your leadership capacity and promote an organizing culture. Hear from members who are Michigan Education Association LEAD Ambassadors (organizers) about best practices for the development and “care and feeding” of member organizers that build their confidence to set goals for overall program success. Attend this session to learn how to create an organizing structure in your local. Leave with new strategies and the keys to open organizing doors for your local.

Presenters: Mary Aldecoa, Mikaila Davis, Laura Griffin, Linda LaVictor, and Jerry Lombardo

ORG 306 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

New Hire Membership Recruitment: Building Membership, Relationships, and Power

Effective new employee organizing efforts are critical to growing our union and maintaining hard fought power in the workplace. Organizing is a strategy and process-driven activity, and organizing new hires is no different as locals must continually measure the effectiveness of the approach and adjust methodologies accordingly. Through new employee organizing efforts, not only are we able to grow our movement, but effective new employee organizing also creates an informed membership which leads to greater participation in their union, the political process, and assume leadership roles.

In this session, participants will learn about proven effective methods of new employee organizing and will be given customizable tools to take back to their state affiliates and local unions.

Presenters: Samantha Harrington and Morgan Smith

ORG 307 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Listening to Association Silences

Although involvement and collective voice are explicit and prized association values, many our members remain silent despite our efforts to invite them to participate. This session will explore why that might be as it identifies the sources of those silences and interrogates the leader’s role in appreciating, understanding, and mitigating those silences to raise our collective voice. In their quest for meaningful participation, leaders must find opportunities to critically reflect to understand and appreciate their members’—even their building reps, executive boards—reticence to speak out. After all, “people who have ideas and drive are on every street, in every ... workplace and school, waiting in the wings, ready to be discovered. Someone must reach out and recognize them ... to ask them to step out ... to be players in the unfolding drama of public life. And that someone is what we call a leader or organizer” (Gecan, 2004).

During this presentation, participants will learn strategies that emphasize discussion—narrative and deliberative—in a way that amplifies marginalized voices. Participants will learn how their roles and position relative to their members contribute to the silences they encounter so they are able to identify opportunities for diverse engagement and participation within the association. Together participants will interrogate the power disparities that often influence the silences leaders encounter with their members. The session will demonstrate, and participants will practice how to listen more intentionally to the silences we all encounter as we lead our union and “... meet one to one with others, to hear their

interests and dreams and fears, to understand why people do what they do, or don't do what they don't do. After all, '... all real living is meeting, not meetings'" (Gecan, 2004).

Presenter: Curtis Benjamin

ORG 308 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Gaining and Maintaining Membership: A Guide for NEA-Retired Leaders

Interested in maintaining and increasing membership among NEA-Retired members? This session will share the story and tactics of how NEA-Retired leaders in Pennsylvania used their organizing skills to maintain more than 30,000 NEA-Retired members while organizing new members.

Presenter: Carl Rieffanaugh



Social and Emotional Intelligence

SEI 300 **Level 1: Foundational**
Level 2: Mobilizing and Power Building

Implicit Bias: Restorative Justice—Positive Impacts for Successful Outcomes for Students

The session is designed to create a space where educators can identify their personal implicit biases that impact how they respond to students of color and others in marginalized groups within their educational spaces. Educators will also explore the tiers of restorative justice while learning to understand the positive impacts that implementing restorative justice can play in their educational environments. By way of building intentional and authentic relationships as well as developing community with students, educators can immediately discover methods to change the punitive harms that are perpetuated disproportionately against students of color and other marginalized groups. Educators will learn how restorative justice implementation can repair harms and improve relationships thus resulting in positive outcomes for students, peers, and community.

Presenter: Aneeka Ferrell

SEI 301 **Level 2: Mobilizing and Power Building**
Level 3: Agenda Driving

Plan, Prepare, Protect: Promoting Student Mental Health and Well-Being

Student success, both in school and beyond, is dependent upon the advocacy and promotion of social and emotional well-being from education leaders. If students aren't healthy, they can't learn. And if they can't learn, they can't achieve success after graduating and leaving our care. Therefore, we must all

work together to ensure that future generations of students have the supports and services they need to be the leaders of tomorrow.

Mental health is as important as physical health, so it's vital to support students' mental well-being both in and out of the classroom. The mental health crisis affecting children and adolescents has been growing for years, compelling school districts to take a more proactive approach in identifying and providing services to support students in need. Leading children's organizations have declared a national state of emergency in mental health. We must take action to safeguard and support this generation of students.

Join us for an interactive discussion as we explore how education leaders may develop a more proactive approach that fosters safe learning environments and thriving school cultures for students. Learn how education leaders can use data to anticipate and prevent tragedies while supporting students' mental health and well-being.

Presenters: LaShona Dickerson, Paget Hetherington, Dr. Lisa Strohman, and Jennifer (Garrison) Tripp

SEI 302 Level 1: Foundational
Level 2: Mobilizing and Power Building

Addressing Student Trauma in Pandemic Recovery

Students are coming into classrooms with lasting PTSD and anxiety from living through a pandemic, and as educators, we are the ones helping them navigate the new normal in this challenging era of human history. There are many discussions about the learning loss that has happened nationwide, but districts are not addressing the emotional well-being and impacts of the pandemic on students and educators. This session will help educators understand the background of what is happening in the executive brain functions of our students, why this is impacting student learning abilities, and how we can make safer spaces for our students to process the PTSD and trauma of living through a pandemic.

In this session participants will gain background knowledge and skills that will help them achieve greater success in their classrooms with teaching students how to regulate emotions, calm their brains to prepare for learning, and become more engaged in their learning experience at school.

Presenter: Caren Burns

SEI 303 Level 1: Foundational
Stress, Trauma, and Secondary Trauma

In this session, participants will learn about the physiological stress response and gain a better understanding of the differences and similarities of stress, trauma, and secondary trauma, including how the COVID-19 pandemic may exacerbate conditions. Additionally, participants will be guided through exercises to help them examine how these experiences may affect their work-life balance and ability to meet student needs and identify self-care strategies to manage stress and trauma.

Presenters: Brytan Felter and Danielle Logan

SEI 304 Level 1: Foundational
Level 2: Mobilizing and Power Building

Practicing Mental Wellness: Supporting Self-Care and Healthy Boundaries

This session is strengths-based and explores various ways of promoting one's mental wellness. Considering the COVID-19 pandemic, the U.S. has seen a drastic increase in mental health disorders across populations. Participants will explore various mental health statistics (pre-pandemic and currently) as well as ways of coping with such struggles. This presentation will utilize an intersectional lens, acknowledging the various identities (race, ethnicity, gender, sexual orientation, gender identity, religion, age, socioeconomic status, ability, and more) and how these identities affect one's experiences. Participants will engage in discussion about their various individual strengths as well as protective factors that can help them endure.

This session will also provide participants with information about ways of practicing self-care, utilizing coping mechanisms, establishing healthy boundaries, and making themselves available to strive toward their unique full potential. Participants are invited to bring their full selves, as they explore ways of promoting mental health and wellness in their schools, worksites, and beyond.

Presenter: Philip McCormick

SEI 305 Level 1: Foundational

Level 2: Mobilizing and Power Building

Enough is Enough: It's Time to Change

Educators and students deserve equitable and healthy work and learning environments. Using the Collaborative for Academic, Social, and Emotional Learning's (CASEL) Signature Practices Playbook, participants will learn how to transform environments where adults and students can thrive. Participants will also leave understanding the components of a plan to implement back home.

Presenters: Chaka Diop and Tyree Rivers

SEI 306 Level 3: Agenda Driving

The Strength of Owning it: The Key to Health and Wellness for Community Growth

There are several health and wellness disparities in America's schools, including chronic illnesses, like asthma, that lead to out of school time, as well as a lack of access to nutritional foods for students within and outside the school. All these disparities negatively impact students and educators. Schools, and education leaders, are uniquely positioned to combat these disparities by creating schools that service the whole child and creates a culture that prioritizes the social, emotional, and physical well-being. Participants will gain expansive perspective of community well-being relating to mental health for others and positive support to make sure all students reach their benchmarks and goals.

Presenter: John Bransfield

SEI 307 Level 1: Foundational

Level 2: Mobilizing and Power Building

No More Surviving the School Year: It is Time to Thrive

How do you engage a classroom full of students when ACES are WILD, trauma has their backpacks overflowing, and including ALL students seems impossible? Come take a hike with me as we unpack several strategies to build classroom community, resilience in students, and relationships with all stakeholders. It's time to move past surviving a pandemic and thriving no matter what our students carry with them each day.

Presenter: Noraa Ransey



Strategy and Fiscal Health

SFH 300 Level 2: Mobilizing and Power Building
Level 3: Agenda Driving

Resource Development: Grant Writing and Beyond (Part 3)

This is Part 3 of a 3-part session. In the third part of this series, the focus is leveraging resources and partnerships for your initiative. Learn how to “find the resources you need through grants and partnerships” outside of NEA and in your community. With the help of these grantees in affiliate and staff, develop your plan for next steps!

Presenter: Irv Richardson

SFH 301 Level 2: Mobilizing and Power Building
Level 3: Agenda Driving

Creating and Advancing an Actionable Statewide Strategic Plan

Is your association's strategic plan sitting on a shelf or is it actionable, integrated within the state and local work, and used as a guide to advance the mission and goals of your organization? This session will demonstrate how the Maryland State Education Association sought member input and engaged staff to design a five-year plan to focus on its strategies and build fiscal health. The MSEA strategic plan is more than a piece of paper with a mission, goals, and objectives. In addition to a strategic plan aligned with budget development and implementation, there are identified and measurable metrics that serve as benchmarks toward success that includes intentional outreach and training with local affiliates. The state association strategic plan also includes and provides space for the work of local affiliates to realize statewide success. Participants will hear about the process used by MSEA, with the help of NEA, and see how the work is being integrated throughout the affiliate and will also be provided with handouts and time to collaborate and reflect on their own strategic plan or begin a strategic planning.

Presenters: Cheryl Bost and Sean Johnson

SFH 302 Level 1: Foundational

The Life Cycle of a Budget

The session utilizes NEA's strategic plan to create a strategic budget that is inclusive of funding to support member diversity and diverse programs.

Participants will learn about strategic budgeting basics for maintaining association fiscal health. The session will help participants to learn the life cycle of a budget and how a sound strategic budget begins with the association's strategic plan.

Presenter: Robert Maleta

SFH 303 Level 1: Foundational

Fiduciary Responsibilities: Supporting an Ethical Culture in Your Association

Regardless of your leadership title or role in the association, all leaders need to possess the skill to understand the fiduciary responsibilities that all leaders are legally obligated to perform on behalf of the association and its members. Being good stewards of the association's reputation and assets builds members' confidence and assists in retention and pride. This session will share how a code of ethical conduct, conflict of interest, and whistleblower policies, as well as an Audit Committee, promotes an ethical culture and deters fraud.

Presenters: Douglas Taylor

**SFH 304 Level 1: Foundational
 Level 2: Mobilizing and Power Building**

How to Maintain Fiscal Stability When Attacked

The fiscal stability of the association (national, state, and local) is the most important component of our organization. What happens when attacks from the legislature harms that fiscal stability? This session will detail the things you need to do to ensure leaders are doing the best you can while maintaining your finances.

Presenter: Dale Lee