

Beaver Run Resort, Breckenridge

LEADING with Vision, Purpose, Action

2015 SUMMER LEADERSHIP CONFERENCE



June 8-11

CEA SUMMER LEADERSHIP CONFERENCE

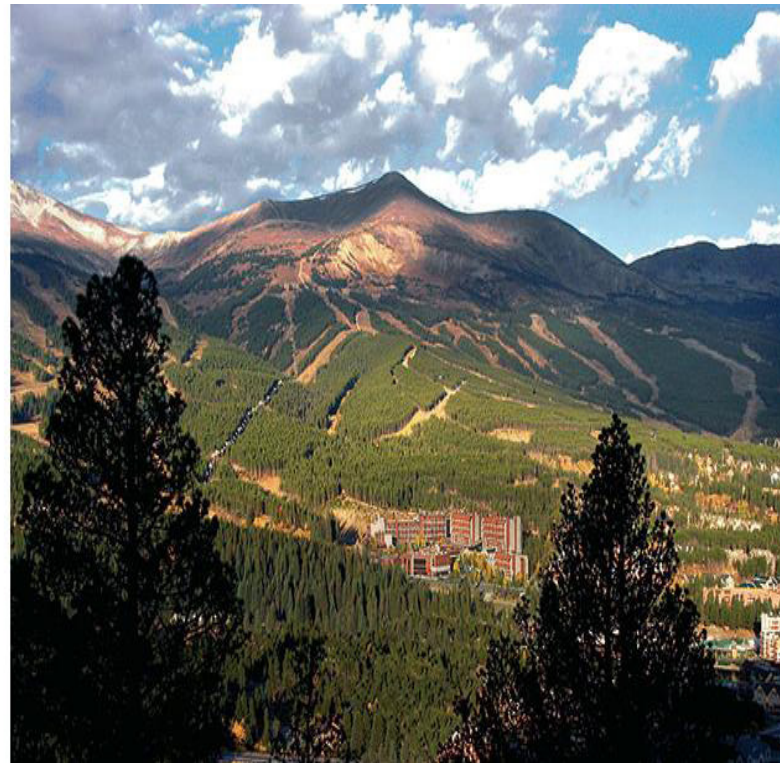
**Come to Listen. Come to Learn. Collaborate
and have Fun. Leave ready to LEAD.**



Governance/Leadership (L)

Leading our Profession (P)

Organizing (O)



SCHEDULE a

DAY ONE- JUNE 8TH

- 7 AM **Optional**
7:30 AM KAISER PERMANENTE HEALTH WALK
- 7:30AM BREAKFAST
9 AM
- 11 AM CONFERENCE REGISTRATION
5 PM
- 1 PM SESSIONS BY COMPETENCY
4 PM
- 5 PM GROUP DINNER
7 PM *Dr. Tammy Clementi, Keynote Speaker*

Day Two - June 9th Special Feature 8:00-9:30 PM

After unit dinners, you are invited to a special preview of
Education, Inc



DAY TWO- JUNE 9TH

- 7 AM **Optional**
7:30 AM KAISER PERMANENTE HEALTH WALK
- 7:30AM BREAKFAST
9 AM
- 8 AM CONFERENCE REGISTRATION
9 AM
- 9 AM GENERAL SESSION
10 AM *Dr. Lorrie Shepard, Distinguished Speaker*
- 10:30 AM SESSIONS BY COMPETENCY
Noon
- Noon LUNCH
1 PM
- 1 PM SESSIONS BY COMPETENCY
4 PM
- 4PM UNISERV UNIT DINNERS/MOVIE NIGHT
9:30 PM

DAY THREE-JUNE 10TH

7 AM 7:30 AM	Optional KAISER PERMANENTE HEALTH WALK	
7:30AM 9 AM	BREAKFAST	
8 AM 9 AM	CONFERENCE REGISTRATION	
9 AM NOON	SESSIONS BY COMPETENCY	
NOON 1 PM	LUNCH	
1 PM 2 PM	GENERAL SESSION <i>Dr. Ulcca Hanson, Distinguished Speaker</i>	
2:30 PM 4 PM	SESSIONS BY COMPETENCY	
4:30 PM 6 PM	SOCIAL	

DAY FOUR-JUNE 11TH

7 AM 7:30 AM	Optional KAISER PERMANENTE HEALTH WALK	
7:30AM 9 AM	BREAKFAST	
9 AM NOON	GENERAL SESSION <i>Dr. Kevin Welner, Distinguished Speaker</i>	
NOON	CONFERENCE ENDS	

REGISTRATION & LODGING

Registration will open soon via a link on the website coloradoea.org

REGISTRATION FEE: \$175

Your registration fee includes classes and materials: June 8 dinner; breakfast, lunch, and refreshment breaks on June 9 and 10; a social on June 10; and breakfast on June 11. Individual registration requires approval from their Local Associations or UniServ Units to attend the conference.

The Registration Deadline is Monday, May 18, 2015.

COLLEGE CREDIT or CDE CERTIFICATION

Adams State College credit is available. The cost for one graduate credit is \$55. Information will be provided at the conference registration. Or you may choose to receive a certificate for contact hours. Certificates will be available at the conference.

LODGING

The conference will be held at the Beaver Run Resort and Conference Center in Breckenridge. Individuals must make their own hotel reservations on the resort website. There will be a link on the CEA website for both conference registration and lodging reservations. When you make your lodging reservation, you will need a credit card. One night's deposit will be charged to your card.

SUMMER LEADERSHIP GRANTS

Applications are available at coloradoea.org Deadline May 8

Summer Leadership Conference participants may submit a Grant Application for **ONE \$400 grant**. The grants require attendance at the entire Summer Leadership Conference. CEA provides the grants to encourage local participation and help locals with the cost of the conference.

Each \$400 grant will be awarded prior to the conference and includes:

\$175 Conference Registration Fee (which will be used to pay this fee)

\$225 Housing & Transportation Expenses (a check will be mailed to you or to your Local/Unit)

General Participant Grant- There are 35 General Participant grants available for member/leader participants.

Local President/President-Elect AND Vice President Dual Grant- There are 10 of these grants for locals with 400 or fewer members.

Participants will attend Leadership Training as a governance team of two (president/president-elect and/or vice president/vice president-elect)

There is a separate application for each grant.

Grants are limited, and as a result, CEA will consider these factors in determining grant awards:

- *applicants who have not previously received a CEA/NEA Grant;*
- *the local's size and geographical location;*
- *the applicant's job categories.*



SESSIONS

LEADERSHIP
COMPETENCIES

GOVERNANCE/LEADERSHIP SESSIONS

Competency Description

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

L6

CHANGING THE CULTURE OF YOUR LOCAL

This hands-on session covers five of the six leadership competencies: Advocacy, Business, Governance and Leadership, Leading Our Professions, and Organizing. The session focuses on the interrelated nature of these competencies and on the development of local power by leveraging all these areas of leadership into a mutually sustaining, virtual circle of member engagement. Participants will study how individual competencies were developed in the Aurora Education Association and create idea mapping for potential pathways in their own locals.

L12

ASSOCIATION LEADERSHIP COMPETENCIES: Moving Up a Level

There is nothing like a crisis to move quickly on the Organizing and Advocacy strand of this rubric. What does it look like to move from "developing" to "performing" as a local association? Learn the inside story from JCEA, which has been making this transformation since the election of a Conservative School Board Majority in November 2013. The local's model of organizational change, capacity building and member engagement will be discussed along with resources which can be replicated in your community.

GOVERNANCE/LEADERSHIP SESSIONS

L16

BE THE NEWS, DON'T MAKE THE NEWS:

Non-spokespersons will learn how to use the news media to connect with other members, voters, parents and the public on education issues. Participants will learn media basics, including how to work with print, broadcast and interactive media. Participants do not need anything for class. From NPR to 9News to the local community paper, this media training will help participants identify common reporter techniques and find effective ways to get their points across, avoid message traps and master the skills necessary to talk with the media and the public.

L19

rESpect: Advocating for ESPs by Meeting the Needs of the Whole Student

Education Support Professionals (ESP) play a crucial role in making sure that students are healthy, safe, engaged, supported, and challenged. As we continue to play a bigger role in meeting the needs of the Whole Student, we must advocate for the respect we deserve. As our role in supporting our students grows, our wages, benefits, and working conditions must keep up. In this workshop, we will learn how to effectively plan living wage campaigns by defining our vital role for the Whole Student approach to education. Attendees will learn how to connect the work that they do to meet the needs of the whole student to create plans for improving wages, benefits, and working conditions through a public narrative that supports our students. As ESPs continue to have increased roles in educating students, they will learn how to build a campaign that connects an increased job responsibility with increased voice in wages, benefits, and working conditions. We will also begin to connect the Fight for \$15 with ESP living wage campaigns and ESP campaigns to fight for recognition/bargaining rights in school districts.

L24

SAFETALK (SUICIDE ALERTNESS FOR EVERYONE)

safeTALK is a three-hour alertness workshop which prepares anyone over the age of 15, regardless of prior experience or training, to become a suicide-alert helper. Most people with thoughts of suicide do not truly want to die, but are struggling with the pain in their lives. Through their words and actions, they invite help to stay alive.

safeTALK-trained helpers can recognize these invitations and take action by connecting them with life-saving intervention resources, such as caregivers trained in ASIST. Through powerful audiovisual learning aids and hands-on skills practice and development, participants will learn the simple, yet effective TALK steps: Tell, Ask, Listen, and KeepSafe.

L26

LEADING CHANGE

This session will look at eight critical factors for sustained organizational success and how these produce change in any sort of group. These factors range from establishing a sense of extraordinary urgency, to creating short-term wins, to changing the culture. How do these concepts fit into an Association process? What might it look like? What else should you consider? What is the impact on you personally? This session will be based on John Kotter's work, including his book "Leading Change and Our Iceberg is Melting." Whether seasoned leaders or neophytes, attendees will leave with a better framework of how to enact change in their locals.

L28

DEVELOPING UNION ACTIVISTS AS HEALTH & WELLNESS CHAMPIONS

This beginner's guide to effective communications planning will highlight key tools in your "communications toolbox" and how to use them. You do not need to be a communications professional to be an effective communicator. Learn how the skills and tools you use every day can be used to make you a great communicator. You will learn the basic skills and tactics you need to know to get started with driving an effective communications program for your local association.

LEADING OUR PROFESSION

Competency Description

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

P1

WE HAVE THE TELL DATA. NOW WHAT?

Join local leaders, the New Teacher Center staff, and CDE staff to dig into the data results from the 2015 TELL Survey, that represents the perceptions of educators. Using the results is a priority for CDE to connect the data to its school improvement process for students and teachers. Participants will utilize TELL Survey data and aligned tools as an artifact to assist in self-reflection, goal-setting, and creating plans for actionable steps in school improvement. This interactive session strives to support Association leaders in improving education processes and policies at the school and district levels by sharing insights, lessons learned, and tools ready for your use.

P2

TEACHER TOOLS FOR CHANGING TIME

Teacher participants will take home free tools that will inform their understanding of how time impacts teaching and learning. The tools reveal strengths and opportunities for school-wide instruction and classroom practice. Participants will hear from Colorado teachers about how these tools have informed instructional practice to better serve the needs of students. Rose Hill Elementary and Math & Science Leadership Academy teachers will share their focus on time for teachers to collaborate, a clear vision for a school-wide instructional focus, and how to get student learning at the center of their work.

P3

ORGANIZING AROUND PROFESSIONAL ISSUES

Are you confused about organizing? Do you think you know what the issues are in your local, but you are unsure if you are right? Come to this fun, step-by-step organizing around professional issues session. You will enjoy learning the terms and laugh while having a one-on-one conversation. By the end, you will want to organize your school site because it will be exciting. Membership grows when you are enthusiastic about the message. Come to this session and get excited about organizing.

P4

PLANNING WITH STANDARDS & THE NEA ACADEMY

You have your standards. You have your curriculum. Now what? It is time to look at the progression of the standards, the progression of your curriculum and how the NEA Academy can help you. In this session, you will also learn how to access the GPS Network.

P5

YOUR PASSPORT TO SAVINGS: ORGANIZING MEMBERS USING YOUR NEA MEMBER BENEFITS

This interactive presentation will focus on identifying the personal, professional, and financial needs of our members. We will review what NEA Member Benefits are available and how these benefits can help members meet their goals. We will learn about the NEA Academy and how it can assist members with their professional needs. We will also look at how to develop a communications plan to share information with members year round to build their connection to our Association.

LEADING OUR PROFESSION

P7

GENERATION NEXT LEADERS

Nearly 50 percent of new teachers leave the profession within the first five years. One of the main causes for this statistic is that teachers do not feel connected to their profession. Locals, through a strong focus on engagement and organizing, can connect and retain these young members, and transform this next generation into engaged Association leaders. Generation NEXT Leaders invites you to explore your current perceptions and opportunities for shared decision-making with young members, gain techniques and resources to organize, strengthen your work in our Association, and create a team of NEXT Generation leaders.

P18

ENGAGING MEMBERS AND IDENTIFYING LEADERS

How do you get the right people in the room for the right work? Knowing how to identify and engage opinion leaders is central to any organizing campaign. When you have the right people in the room, you are more likely to be successful in your organizing campaign. Once the leaders are identified, knowing how to engage and motivate members within an organizing campaign is critical when building toward victory.

P22


SPF, DPF, AND UIP! SERIOUSLY?

Teachers will learn how to unpack the UIP (Unified Improvement Plan) and use it effectively with school principals to create a plan for their buildings. Participants will need to bring a laptop or tablet, current UIP from their school and School Performance Frameworks from the past three years. Participants will breakdown the UIP, understanding the various parts that make up the UIP, and specifically getting to the root causes of gaps in the data. They will take home an understanding of various documents to help them share the process with others in their locals.

P23

MINDFUL TO MINDFUL


This is an interactive workshop focused on developing "in-the-moment" strategies focused on creating a sense of peace, happiness, and stillness in the midst of one's daily demands. Exploration of the ways mindfulness practices can be implemented from the simplest tasks of our day into the most demanding, complex parts of our lives.



P27

EVALUATION PROCESS AFTER SB 191

CEA Legal will highlight current personnel challenges of the evaluation process and provide guidance on how to protect member rights in the evaluation process. This interactive session will provide participants with an understanding of the complex personnel issues so we can assist our members with their districts' new evaluation methods and help members protect their rights.



ORGANIZING

Competency Description

Mobilizes to influence successful organizing outcomes, strengthen internal and external relationships, and membership capacity; as well as recruit and identify new members and potential leaders into the Association.

08

BUILDING UNION AND COMMUNITY COLLABORATION (IDENTIFYING PARTNERS THROUGH POWER AND RELATIONSHIP MAPPING)

Our system of public education is under attack. Educator unions are framed as the problem, instead of an integral part of the solution. To combat these attacks and strengthen our public schools, we need to build strategic community partnerships for community and education equity. However, this is not a simple process. This workshop will help CEA leaders reflect on the current goals and actions of their union. Participants will share successes and challenges in building partnerships. These experiences will be used as a departure point for strengthening skills in identifying strategic partners, assessing partners' self-interests, and developing the necessary action steps for building strong, collaborative work.

09

STRATEGIC DECISION MAKING

Do you feel like we have an infinite number of goals, but a finite number of resources? Then join us to learn how to create and use a data-driven plan! Participants will gain an understanding of the difference between goals, strategies, and tactics. Learn about proper escalation and compression points to plan for the success your school deserves. Attendees will learn about goals (quantifiable, realistic, and clear), objectives (benchmarks), strategy (theory/narrative to win), and tactics (events/activities), how to create them and plug them into a plan, how to evaluate and measure success, and what data should be used to influence the most effective approach to organizational success. This session will also highlight how to plan and leverage positive victories and outcomes by identifying the proper decision maker.

010

MOVING INDIVIDUALS TO ACTION

When you come to this session, bring an open mind and a willingness to look honestly at your own values, ethics and interests. Values are at the center of an organizing culture in our Association work; knowing what these values and interests are in others will motivate people to action. You will have an opportunity to explore and examine your own values and how they shape your interests. You will learn how to move people to action based on their values. You will have an opportunity to ask hard questions: What's the right thing to do? When does the end justify the means or do the means justify the end? Come and dialogue, reflect and explore the individual and organizational dilemmas of "being right" and acting accordingly as we organize for power.

011

USING DATA TO DRIVE YOUR PLAN

Understanding information-gathering tools and the different methods available to gather the necessary data for organizing priorities are the focus of this session. You will learn how VAN, Salsa, and building maps may be incorporated into your comprehensive organizing plan to develop a deeper understanding of how to collect data and then use it to track member engagement, and to share insights about how data has been used to increase escalation and actions for internal and community organizing. If data is your thing, this session is for you.

013

CREATING YOUR PUBLIC NARRATIVE

Public narrative is the art of transforming shared values into shared action. Learn the importance of telling the story of self, us, and now. Participants will be challenged to think about their own stories and how to use them well and how to draw upon history, other fields and current events to enrich their stories. As organizing is literally about whom you know and what each knows, maintaining good relationships with all levels of your community is important to achieving any goals.

ORGANIZING

014

DEFINING VICTORIES

Win? Lose? or Draw? Organizing is a continuous process that often makes it difficult to determine whether you have been successful in your campaign goal attainment. Expanding your definition of a "win" and keeping the continuous organizing goals in mind will help keep the focus and momentum for your organizing efforts. Participants will have an opportunity to learn what it means to "Win," "Lose" or "Draw" when implementing an organizing campaign: learn how to do a final analysis and weigh victories and losses within an organizing campaign; and learn how to grow from losses and capitalizing on successes when building future organizing campaigns. Final goal: have FUN!

015

IT IS GETTING HOT IN HERE

This session will focus on the one-on-one conversation as a tool for organizing work. The main focus will be on practicing the skill and art of the one-on-one conversation and how to use it as part of a larger campaign of organizing and coalition building. Attendees will leave with a framework for agitating and activating people, building connections between groups and identifying common interests, and providing the ability to get data for assessments.

017

DISCOVERING PERSONAL AND COLLECTIVE POWER

The key to being powerful is understanding power itself. This session is an exploration of different types of power: power within, power over, power to, and power with. Participants will learn how certain types of power can be harnessed and used individually and collectively as an agent for change.

020

BUILDING COLLABORATIVE LOCAL BOARDS OF EDUCATION

Having positive, collaborative Local Boards of Education is critical to the mission of our Association and representation of our members. One only has to look at Douglas, Thompson and Jefferson County School Boards to see how an election can take a collaborative environment into an anti-Union, anti-educator environment. Without strong relationship building and member advocacy, anti-public education agendas can more readily emerge. This session will focus on the cultivation of strong relationships with local school boards through elections, advocacy and leadership/member engagement.

021

BUILDING COMMUNITY PARTNERSHIPS FOR ENGAGEMENT, MOBILIZATION, AND ACTION

If our union is going to accomplish our goals, fight for good, effective policies that help our students succeed, and win school board seats to ensure that those policies are implemented well, we need all the help we can get! And that means engaging and mobilizing ourselves and our community partners to take action. Leveraging an existing relationship might require a simple e-mail or phone call. However, getting to that place requires longer term relationship building on the local level. This session will focus on deepening existing relationships with partners through collaborative campaign work, solidarity trainings and actions, and ongoing co-leadership development in order to maximize national and local partnerships. Participants will hear from others and learn how they leveraged partnerships to enhance their visibility in the community, create/sustain partnerships, and move the community toward student achievement.

025

TAKING YOUR POWER PUBLIC

Brought back by popular demand! This session will focus on how to connect to the community and build coalitions of groups and individuals with shared values to help create positive social change. While it is not necessary, it is suggested that attendees also attend "It's Getting Hot In Here" or have a good working knowledge of one-on-one conversations and how they fit into organizing work. You will learn how House Meetings, one on ones, and coalition partners can improve internal and external capacity and changes for positive change.

The background of the image consists of horizontal stripes in shades of blue, brown, and orange. A large white circle is centered on the page, containing the text for the event.

Movie

NIGHT

POPCORN & SODA

*CASH BAR(ONE FREE
DRINK TICKET)*

TUESDAY JUNE 9, MOVIE NIGHT

“EDUCATION, INC”

Education, Inc

A documentary about how corporate money, interests, and politics are diverting billions of tax dollars and control away from our public schools.

This movie will engage you and inspire you to stand up for our great public schools, students, educators, and communities.



Free copies of Education, Inc will be given away so Local Associations can have their own screenings.

Brian Malone, producer, director, and editor, is a six-time Emmy Award winning filmmaker.

Writer and Producer Cindy Malone is a multi-Emmy Award winning journalist and producer. She works side-by-side with her husband, Brian.



KEYNOTE
SPEAKER

June 8

5:00 - 7:00

General Session



Dr. Tammy Clementi has served in public education for over 27 years. Her passion and commitment to the profession is undying and her advocacy for teachers is uncompromising. Dr. Clementi cares deeply for the success of all students in our public schools and knows the # 1 factor for student success is the classroom teacher. Having served as a classroom teacher for 17 years, Dr. Clementi went into administration to be “the voice” for teachers across the profession. She vowed to never forget the demands of the job. Dr. Clementi is relentless in her fight to ensure that we take care of our most precious asset in an educational system: the teachers. She recognizes teachers need support and resources in order to be their best. As she travels the country working

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My passion and life’s work is to serve, inspire, and influence educational leaders and teachers across this country in their ongoing pursuit to meet the academic, social, and emotional needs of all students.

ABOUT THE KEYNOTE

TAMMY CLEMENTI, Ph.D.

with school district leadership, she counsels, advises, and recommends that they put their teachers first. Dr. Clementi believes when we arm our teachers with the support and resources necessary to do their jobs, our students have no choice but to succeed.

DISTINGUISHED SPEAKERS

CEA is pleased to be having these leading education experts to Summer Leadership Conference 2015.

June 9

9:00 AM

General Session



LORRIE SHEPARD, Ph.D.

University of Colorado at Boulder

Lorrie A. Shepard, is University Distinguished Professor and Dean of the School of Education at the University of Colorado Boulder. Her research focuses on psychometrics and the use and misuse of tests in educational settings. Her technical work has contributed to validity theory, standard setting, and statistical models for detecting test bias. Her research studies on test use have addressed the identification of learning disabilities, readiness screening for kindergarten, grade retention, teacher testing, effects of high-stakes accountability testing, and most recently the use of classroom assessment to support teaching and learning. She has received Distinguished Career Awards from the National Council on Measurement in Education, the American Educational Research Association, and the Educational Testing Service. Lorrie is also a member of the State Council on Educator Effectiveness.

June 10th

1:00 PM

General Session



ULCCA JOSHI HANSON, Ph.D.

Educating Potential, Founding Partner

Ulcca Joshi Hansen completed her doctorate at Oxford University examining education models that focus on whole child development, and earned her JD from Harvard University focusing on education law and policy, local government, and poverty law. Hansen believes the challenge for educator leaders today is how to proactively make the case for educational policies that turn the focus of reform conversations from structural solutions back to the instructional needs of students. Ulcca founded the blog, "Educating Potential", to support organizations, school, districts and individuals as they craft educational experiences that support the potential of all students. She will challenge you to think about instructional approaches in different ways, and helping to identify and promote different instructional models that will meet the diverse needs of learners.

June 11

9:00 AM

General Session



KEVIN WELNER, Ph.D.

University of Colorado at Boulder

Kevin G. Welner is a professor at the University of Colorado Boulder, School of Education, specializing in educational policy and law. He is director of the National Education Policy Center (NEPC), housed at CU Boulder. He earned both his J.D. (1988) and Ph.D. (1997) from UCLA. His research has explored issues of tracking and detracking, small-school reform, tuition-tax-credit vouchers, and the change process associated with equity-minded reform efforts - reforms. Kevin will highlight his current efforts around *The Schools of Opportunity*, a project focused on identifying high schools that have demonstrated a strong commitment to equity and excellence by giving all students the opportunity to succeed. He will share initial learnings from the schools identified in his book, "Closing the Opportunity Gap."



Party

TIME

RELAX & HAVE FUN

June 10th

6 PM

8 PM

MIX, MINGLE AND MEET

The 2015 Summer Leadership Conference Committee:

Linda Barker, Dillon Bohlender, Frances Courtney, Kerrie Dallman, Dolly Handel, Casey Kilpatrick, Joshua Quick, Beth Low, Megan Orvis, Pat Otto, Phyllis Robinette, Kevin Vick, and Pam Wilson, invites you to come and relax, connect with other leadership teams, order your favorite beverage (one complimentary drink on us), and gain insight to what is happening across the Association.



Contact US



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Jeff Marshall, Secretary-Treasurer
Lawrence Garcia, NEA Director
Greg Grote, NEA Director
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