



SLC21

MSEA'S SUMMER LEADERSHIP CONFERENCE

VIRTUAL TRAININGS • JULY 13-15, 2021

EVOLVING the UNION VOICE for the NEW NORMAL



#UNMUTE

At this year's SLC, we'll focus on best practices in hybrid—that's traditional and digital—union skills, bargaining, organizing, and member engagement, as well as this unique moment for us as union members, activists, and leaders.

Throughout this pandemic, educators have spoken up. In response we've seen new models of school re-opening in place that prioritize the health and safety of students and educators, progress in vaccination accessibility, new opportunities for educator organizing thanks to the Blueprint for Maryland's Future, and more.

At SLC '21, we'll look at the successes and failures of the past 12 months and focus on the skills we need to rebuild safe and just school communities.

This year's SLC includes:

- T(Ed) Talks with guest speakers on hot topics
- Core trainings to ensure you have the union skills you need to make a difference
- Electives that will highlight niche skills to complement your core training
- Discussions with fellow union leaders and actions to further the work right now

COURSES

Association Representative 1

Collective Bargaining 1

Collective Bargaining 2

Early Career Educator Academy

Emerging Leaders Academy (ELA)

Organizing 1

Organizing 2

**All trainings are designed for both certificated & ESP members*

WHAT TO EXPECT

ELECTIVES

TUESDAY, JULY 13

4:00 p.m. – 6:30 p.m.

- T(Ed) Talk: Union Voices in the New Normal
- Elective *Schedule same day**
- Happy Hour

WEDNESDAY, JULY 14

9:00 a.m. – 1:00 p.m.

- Core Training
- Elective *Schedule same day**
- Social Lunch

THURSDAY, JULY 15

9:00 a.m. – 11:30 a.m.

- Collective Action
- Regional Breakouts
- T(Ed) Talk: Doing the Work

Ready to
register
now?
Click here!

SLC21

***You'll choose your Tuesday and Wednesday electives that morning.**

This year, electives will be centered around the SLC 2021 theme *Unmute: Evolving the Union Voice for the New Normal* by focusing on niche skills that ensure union activists and leaders are ready to meet the new normal.

Electives will provide space for attendees to relax and recharge at SLC and learn how to take your union advocacy to the next level! Think yoga, member benefits that work for you, how to work to rule, and how to demand changes in your building!

NEA LEADERSHIP COMPETENCIES

Preparing members to lead relevant and thriving education associations and become world-class education leaders.



ADVOCACY

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



COMMUNICATION

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



GOVERNANCE AND LEADERSHIP

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



LEADING OUR PROFESSIONS

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



ORGANIZING

Mobilizes to influence successful organizing outcomes, strengthen internal and external relationships, build membership capacity, and identify new members and potential leaders.



SOCIAL EMOTIONAL INTELLIGENCE

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



STRATEGY AND FISCAL HEALTH

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

LEADERSHIP PROGRESS: 3 LEVELS

FOUNDATIONAL

LEVEL 1

MOBILIZING & BUILDING POWER

LEVEL 2

AGENDA DRIVING

LEVEL 3

Foundational: Leadership of Self The value and need for personal growth and development is important as you think of your leadership journey. Every one of us has a compelling leadership journey.

Mobilizing and Power Building: Leadership of Others A critical part of unleashing your own leadership potential is the ability to unleash the leadership potential in others.

Agenda Driving: Leadership of the Organization How do we transform the present Association into one that is prepared to handle the successes and challenges we face now and in the future? What are the critical systems that must be developed?

MSEA's Summer Leadership Conference uses the NEA leadership competency framework. Learn more about the framework and the NEA Leadership Competencies [here](#) and the competency guide [here](#).

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2021 SLC TRAININGS

ASSOCIATION REPRESENTATIVE 1

For (but not limited to): New ARs or members considering being an AR

FOUNDATIONAL

LEVEL 1



NEA Leadership Competency: Organizing

Participation limit: 30 members

Association representatives (ARs) play a valuable role in ensuring that their association effectively advocates for members, students, and community. This training will help build a foundation and provide a toolbox of skills for ARs.

AR Basics: What to Do When You Get Back to School

- The basic responsibilities of being an AR
- The importance of building a team
- How to identify and develop leaders to be on your team
- Brainstorm addressing specific building challenges (lack of communication, apathy, complicated local politics, etc).

Issue Identification and Case Studies for New ARs

- Gripses vs. grievances
- Identifying good organizing issues
- Cover bases on contractual issues (grievances)
- Case studies for new ARs

COLLECTIVE BARGAINING 1

For (but not limited to): New bargaining team members, attendees of MSEA's Collective Bargaining Conference, those thinking about becoming a bargaining team member

FOUNDATIONAL

LEVEL 1



NEA Leadership Competency: Advocacy

Participation limit: 30 members

In this introductory course, learn about Maryland public education collective bargaining laws, the research and numbers required to bargain successfully, and all phases of the collective bargaining process.

In addition to these nuts and bolts, you'll learn why and how engaging members throughout the process will result in better contracts and a stronger unit that thrives well beyond ratification.

Plus:

- Local union case studies
- Role plays
- Bargaining best practices at the table
- Introduction to contract campaigns

COLLECTIVE BARGAINING 2

For (but not limited to): Bargaining team members, attendees of MSEA's Collective Bargaining Conference, SLC Bargaining 1 graduates, new bargaining team members

*Must have some bargaining experience or knowledge

MOBILIZING & BUILDING POWER LEVEL 2



NEA Leadership Competency: Advocacy

Participation limit: 30 members

At the Bargaining Table This session builds on the foundations of collective bargaining in Maryland for those with basic knowledge of bargaining laws, styles, and process.

Table Simulations Experience what it's like to be at the table for in-person and virtual bargaining.

Approaches to Bargaining Build on a basic understanding of different approaches to bargaining and hear success stories from MSEA locals about how they've won big gains for members and school communities through Bargaining for the Common Good!

2021 SLC TRAININGS

EARLY CAREER EDUCATOR ACADEMY

**Limited to: Early career educator (ECE) members (those with less than 10 years in the profession) who currently are leading an ECE group, committee, or have been selected to start an ECE initiative in*

FOUNDATIONAL

LEVEL 1



their local.

NEA Leadership Competency: Organizing and Communication

Participation limit: 25 members

As more and more new teachers enter and leave the profession, ECE members are leading MSEA's efforts to support others early in their careers. Have you heard about locals having ECE groups or committees that are successfully engaging ECEs and want to start one yourself? Are you currently running a committee designed to engage ECEs or somewhere in between?

Connect and Lead Fellow Early Career Educators

ECEs are the future of the profession and of the union. This session will explore why supporting ECEs is so important, what we know they need, and best practices on how to support them in your local.

Making the Most of a New School Year to Launch Your ECE Group Hear from a variety of ECEs about their experiences running a local ECE group with time for planning, discussions, and feedback.

EMERGING LEADERS ACADEMY (ELA)

For (but not limited to): SPARKS graduates, new ARs, new committee members, members

FOUNDATIONAL

LEVEL 1



interested in becoming association leaders

NEA Leadership Competency: Governance and Leadership

Participation limit: 25 members

The longstanding ELA is an introductory course that trains new leaders and those who are starting to pursue leadership roles in the association. Graduates of ELA have chaired local committees and served as local presidents and MSEA directors.

Union History 101 To be a leader in the union movement, one must understand the history of the labor movement, our national, state and local association, and the values that make great leaders in the union movement.

What it Takes to be a Leader in Today's Climate

Being a leader is always hard, but the global coronavirus pandemic has intensified the need for, and demands on, union leaders. This session will cover what it takes to be a leader and how you can use your story of self to galvanize those around you.

FOUNDATIONAL

LEVEL 1



ORGANIZING 1

For (but not limited to): ARs, members of faculty advisory councils, all members

NEA Leadership Competency: Organizing

Participation Limit: 30 members

Identifying Organizing Issues All educators face numerous challenges at their worksite daily, often with no clear path to resolution. That's where organizing comes in!

Identifying Organizing Issues Attendees will walk away understanding what makes an issue a good "organizing" issue and why organizing is the foundation for a strong union.

One-on-One Organizing Conversations So now you know what the issue is, how do we get people involved to win? By having intentional one-on-one conversations that move an educator to action.

This workshop will be hands-on, putting organizing theory into practice with simulations, role plays, and scenarios.




2021 SLC TRAININGS

Ready to
register
now?
[Click here!](#)

ORGANIZING 2

For (but not limited to): Experienced ARs, graduates of Organizing 1, Organizing Committee Members, all members

MOBILIZING & BUILDING POWER **LEVEL 2**

 NEA Leadership Competency: Organizing
Participation limit: 40 members

The worksite is the epicenter of organizing efforts, but to build the power needed to win what our students and members deserve, we must be prepared to go beyond the worksite.

Building an Organizing Coalition Expanding your scope of impact also requires more allies, but that isn't always easy. Learn more about how to build a coalition that involves all the stakeholders but stays on track to support the organizing you need to win.

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