



SLC23

You're Worth It!

Fight for a Living Wage, Fairness, and Respect!



MSEA'S SUMMER LEADERSHIP CONFERENCE

JULY 25 -27, 2023 • MARITIME INSTITUTE, LINTHICUM



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You're Worth It!

Fight for a Living Wage, Fairness, and Respect!

At SLC 2023 we're keeping it classic with a twist. Attendees will learn the skills they need to advocate for fairness in their job, no matter the title, and win contracts to match—that's classic. The twist? We're going hard for the endorsement—by every local union—of the Education Support Professional Bill of Rights. We'll do that through role plays and case studies, T(Ed) Talks, electives, and our annual solidarity action.

Featured at SLC 2023

Solidarity in Action We're getting up close and personal with solidarity as we take the fight for an ESP Bill of Rights to members' homes and worksites.

T(ED) Talks Hear from people in the fight for an Education Support Professional Bill of Rights across the country and right here in Maryland.

Electives Build some mad skills in niche areas of union organizing – think building safe and just schools, dealing with administrators, how building a functional faculty council, and more.

Core Trainings Dig-in across three days through role plays, case studies and work time to grow your skills so you can build the union you want and win for your students, co-workers, and community.

COURSES

Advanced Site-Based Advocacy ^{NEW!}

Association Representative 1

Association Representative 2

Collective Bargaining 1

Emerging Leaders Academy (ELA)

Organizing 1

Organizing 2

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

WHAT TO EXPECT

General Daily Agenda for All Trainings and Workshops

TUESDAY, JULY 25

Registration
T(Ed) Talk
Electives*
Core Training

WEDNESDAY, JULY 26

Core Training
Electives*
Solidarity in Action

THURSDAY, JULY 27

Core Training
T(Ed) Talk
Check-out

**You'll choose your electives at check-in.*

Ready to
register
now?
Click here!



“Solidarity is easy from afar. It’s much harder and more uncomfortable up close and personal.”

—**KERON BLAIR**,
PAST SLC KEYNOTE SPEAKER

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NEA LEADERSHIP COMPETENCIES

LEADERSHIP PROGRESS: 3 LEVELS

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.



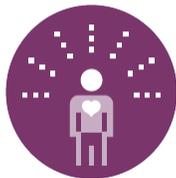
LEADING OUR PROFESSIONS

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.

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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2023 SLC TRAININGS

NEW!

ADVANCED SITE-BASED ADVOCACY

Limited to: member contract teams, local grievance committees, lead ARs, experienced ARs, graduates of AR 1 and 2 (state or local), local leaders

AGENDA DRIVING

LEVEL 3



NEA Leadership Competency: Advocacy

Class limit: 25 members

MSEA's new course is perfect for building and local leaders who are ready to take their advocacy skills and knowledge to the next level.

Using case studies and role play, attendees will learn about and apply advanced advocacy strategies including:

- Weingarten Rights: invoking the right to union representation when confronted with possible discipline
- Just Cause: enforcing that disciplinary action is reasonable and lawful; reversing discipline that is unreasonable or unlawful
- Statutory Rights: relying upon state law to advance union priorities in the absence of a past practice or contractual language

ASSOCIATION REPRESENTATIVE 1

For (but not limited to) member contract teams, experienced ARs, graduates of AR 1 (state or local)

FOUNDATIONAL

LEVEL 1



NEA Leadership Competency: Organizing

Participation limit: 25 members

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

Topics will include:

- The basic responsibilities of being an AR
- Why and how to identify and develop leaders to be on your team
- Brainstorm addressing specific building challenges
- Gripses vs. grievances
- Identifying good organizing issues

This training will use real life case studies to explore these topics!

ASSOCIATION REPRESENTATIVE 2

For (but not limited to) member contract teams, experienced ARs, graduates of AR 1 (state or local) their local.

MOBILIZING & BUILDING POWER

LEVEL 2



NEA Leadership Competency: Advocacy

Participation limit: 25 members

This course is recommended for two or more members with the same negotiated agreement, so research and role plays are valuable.

Attendees will leave this training ready to advocate for themselves, their co-workers, and members at their school. Using the local association's negotiated agreement, and examples from MSEA locals as a basis, attendees will learn techniques and strategies to:

1. Identify potential conflicts, problems, and negotiated agreement violations in the workplace
2. Conduct member meetings to hear concerns and get needed information
3. Investigate the concerns, the negotiated agreement, and the past practice
4. Seek informal conflict resolutions and solutions at the lowest level

2023 SLC TRAININGS

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: 25 members

Fundamentals for New Negotiators: This introductory course will discuss relevant 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 the nuts and bolts, attendees will learn why and how engaging members throughout the process will result in better contracts and a stronger unit that thrives well beyond ratification.

Topics to be covered:

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

ORGANIZING 1

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

FOUNDATIONAL **LEVEL 1**



NEA Leadership Competency: Organizing
Participation Limit: 30 members

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

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

MSEA's Organizing 1 training will empower members to:

1. Identify issues that affect educators
2. Develop a plan to address the issue
3. Have one-on-one conversations that move members to action
4. Build long-lasting power to address future issues that arise

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.

Attendees will spend time mapping out real-life issues, determining potential allies, and developing a strategic campaign plan. This workshop will focus on:

1. Involving the community, parents, and allies to form effective coalitions
2. Comprehensive organizing strategies, timelines, and principles
3. Components of a full campaign plan
4. Maximizing your effectiveness as a skilled organizer

2023 SLC TRAININGS

EMERGING LEADERS ACADEMY (ELA)

For (but not limited to): SPARKS graduates, new ARs, new committee members, members interested in becoming association leaders

FOUNDATIONAL

LEVEL 1



NEA Leadership Competency: Governance and Leadership

Participation limit: 20

The longstanding ELA is a two-part introductory course that trains new leaders and those early in their leadership journey in the association. Graduates of ELA have occupied various informal and formal leadership roles in the association, such as local presidents, building representatives, MSEA directors, NEA directors, and more.

Part 1: Discover your path to union leadership at SLC

- Introduction to the labor movement
- Overview of the history of the labor movement, MSEA, and NEA
- Local, statewide, and national association structures
- Overview of parliamentary procedure
- Basic skill-building for effective association leadership
- Connect personal and professional values with union values
- Improve communication skills

Part 2: Build more skills in April 2024

- Explore leadership styles, leadership as a concept, and leadership strengths
- Understand the association and fiscal responsibility
- Run for association leadership positions
- Get more involved in the association
- Understand relational and transformational organizing to build power and association capacity
- Develop relationships at work
- Identify natural leaders and engage them in the union
- Participate in formal union activities with confidence
- Make connections between members lives and the work of the union
- Engage in an “action” tied to an MSEA local affiliate

**At the time of registration and attendance, participants must, to the best of their knowledge, be able to attend the July SLC convening and the one-day April gathering.*

