



# SLC24

**One Union, One Voice! We're All in This Together**



---

**MSEA'S SUMMER LEADERSHIP CONFERENCE**

---

JULY 23 – 25, 2024 • MARITIME INSTITUTE, LINTHICUM HEIGHTS, MD



# SLC24

## One Union, One Voice! We're All in This Together

Get the skills in organizing and advocating you need to grow and strengthen your union and bring solid change to your worksite. At **SLC 2024**, we're all about helping you become the leader you want to be—confident, empowered, and ready to take action. Join us for immersive scenarios, electives, and our annual solidarity action. See ya there!

## FEATURED AT SLC 2024

**Electives** Build some mad skills in niche areas of union organizing – think building safe and just schools, dealing with administrators, 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.



### Solidarity in Action

Join your fellow SLC leaders in a door-knocking campaign to build union power for nearby locals. You'll get the training, materials, and support you need for a safe and rewarding experience!

# COURSES

- ▶ Advanced Site-Based Advocacy
- ▶ Association Representative 1
- ▶ Collective Bargaining 1
- ▶ Collective Bargaining 2
- ▶ 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 23

Registration

T(Ed) Talk

Core Training

Attendees  
SLC2023



### WEDNESDAY, JULY 24

Core Training

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

Solidarity in Action



### THURSDAY, JULY 25

Core Training

T(Ed) Talk



**REGISTER  
HERE NOW!**

# 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](#).

**SLC24**

## 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

This course is perfect for building reps 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, new and experienced ARs, all members

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 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!

## 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



# 2024 SLC TRAININGS



## COLLECTIVE BARGAINING 2

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

MOBILIZING & BUILDING POWER **LEVEL 2**



**NEA Leadership Competency: Advocacy**  
Participation Limit: 30 members

**Note:** Must have some bargaining experience or knowledge.

**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 and how they've won big gains for members and school communities through Bargaining for the Common Good!

## 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

**SLC24**

# 2024 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 an introductory course that trains new leaders and those who are beginning their leadership journey 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 emerging issues have 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.

Attendees SLC2023



**REGISTER  
HERE NOW!**



# SLC24