

Leaders for Just Schools: The NEA Leaders for Just Schools program is an initiative to develop and support educator leaders committed to advancing racial and social justice in education. It is a three-year program designed to equip educators with the knowledge and tools—historical, legal, and educational—to drive equitable outcomes for students and transform policy and practice at local, state, and national levels. The program provides educators with the training, tools, and resources needed to advocate for equitable policies and practices that address systemic injustices in schools. Participants are encouraged to lead efforts to create inclusive, anti-racist learning environments, ensuring all students, particularly those from marginalized communities, have access to high-quality education. The program also fosters collaboration among educators to drive meaningful, lasting change in their schools and communities. Time commitment: (i) three-day annual convening (for three summers), (ii) monthly cohort meeting, (iii) Equity Project, (iv) quarterly cross-cohort meeting.

Speak Up Speak Out: The NEA's **Speak Up and Speak Out** program is designed to empower educators to take action on social justice, equity, and educational reform issues for individuals in the LGBTQ+ community. It encourages educators to raise their voices, advocate for policies that support students and educators, and engage in efforts that lead to positive change within schools and communities. The program offers tools, resources, and a platform for educators to organize, collaborate, and influence change at the local, state, and national levels. It addresses systemic inequities and ensures all students have access to a high-quality education. Time commitment: (i) a two-day training, (ii) 1-2 webinars per year.

Year-Round Organizing: The NEA's **Year-Round Organizing Program** is an initiative designed to support and strengthen the efforts of local education associations and educators throughout the year. It focuses on building grassroots capacity, enhancing educator engagement, and promoting collective action to address issues affecting students, educators, and communities. The program provides training, resources, and ongoing support to help educators organize around key issues, advocate for better working conditions, and push for local, state, and national policy changes. The program aims to ensure sustained momentum and continuous progress toward educational equity and justice by focusing on year-round activities. Time commitment: (i) training across a year, (ii) possible invitation to annual conference, (ii) predetermined monthly work allocation

DRR Cadre: The NEA Disability Rights Resource Cadre is a network of educators and advocates within the National Education Association (NEA) who work to promote the rights and inclusion of students and educators with disabilities. This cadre provides resources, training, and support to help address disability-related issues in education, advocate for policies that protect the rights of individuals with disabilities, and ensure equitable access to quality education for all students. The cadre also works to raise awareness about the challenges faced by individuals with disabilities and support the development of inclusive, accessible educational environments. Time Commitment: a minimum of 10 hours

ESP Mentoring: The NEA ESP Mentoring Program invites NEA local and state association teams to apply and participate in an innovative learning experience designed to enhance education support professionals (ESPs) through peer mentoring. Through a combination of online and in-person learning—both group and individual opportunities—teams will collaborate to build and develop their own customized ESP peer mentoring programs. These programs aim to empower ESPs in the workplace and within their associations, provide specialized professional support, and cultivate

ESP leader activists. The goal is to foster the creation of education systems that benefit both students and members.

Teacher Quality: The NEA Teacher Quality Program is an initiative designed to support and enhance the professional development of educators, with a focus on improving teaching quality and student outcomes. The program provides resources, training, and advocacy for teachers to help them develop their skills, advance their careers, and ensure they have the tools needed to succeed in the classroom. It aims to elevate the teaching profession by promoting high standards, supporting educator effectiveness, and advocating for policies that ensure all students have access to well-prepared, highly qualified teachers. The program also works to address issues such as teacher retention, leadership development, and the creation of supportive teaching environments. Through the Teacher Quality Program, NEA strives to empower teachers and build a stronger, more equitable education system. Time Commitment: (i) monthly meetings, (ii) curriculum development.

ESP Quality: The NEA ESP (Education Support Professionals) Quality Program is an initiative to improve the skills, professional development, and work conditions of education support professionals (ESPs) within schools and communities. The program provides resources, training, and support to help ESPs develop their expertise, enhance their leadership abilities, and advance their careers in education. It focuses on ensuring that ESPs are well-equipped to support students and educators, while advocating for fair compensation, better working conditions, and professional recognition. The ESP Quality Program also emphasizes the importance of creating a strong, inclusive, and supportive environment for all education support professionals, empowering them to be key contributors to student success and the overall educational experience. Time Commitment: (i) monthly meetings, (ii) curriculum development.