

Early Career Leadership Fellow Collaborative



ISEA-NEA Summer Convening

July 18, 2018

Des Moines, Iowa

Big Ideas/Outcomes:

Participants will:

- Reflect on the leadership journey and the impact of the work on the local so far
- Determine ideas for refinement of the LEAP
- Develop an action plan for next steps

Today's Agenda

- Welcome
- Activator: Get Reconnected to the Cohort
- Celebrations/Social Media Blitz
- Revisiting the 3 Frames of Unionism
- Reflecting on the Sounding Board/Organizing
- LEAP Critical Friends
- Reflection of the Leadership Journey



Group Norms

- Equity of voice
- Safety to share different perspectives
- Active listening
- Commitment to the work





Celebrations and Social Media Blitz



 **edCOMMUNITIES™**
Where Great Minds are Inspired

Find a Fellow, Fellow

Take a few moments and reflect on your journey in the ECLF Collaborative so far.

Find a Fellow from another local and share your thoughts on one of the following...

- **What is something you've learned about yourself?**
- **What is something you've learned about your union?**
- **What has been challenging?**
- **What are you hoping to gain from this meeting?**

Why a Sounding Board?

- ✓ A first step in ECLF leadership.
- ✓ Connecting professional and organizing traditions.
- ✓ Relational before operational.
- ✓ Our membership is changing!



IT'S ALL ABOUT YOU FOR
THE NEXT TEN MINUTES. GO.

Revisiting the 3 Frames of Unionism

INDUSTRIAL

- *Collective power to meet bread and butter needs and ensures fairness & equal treatment for all members*

PROFESSIONAL

- *Control of the profession to ensure quality*

SOCIAL JUSTICE

- *Control Equity for our students through active engagement in the community*

Revisiting the 3 Frames of Unionism

Part One:

- *In pairs or trios-*
 - ✓ Review the Three Frames of Comprehensive Unionism
 - ✓ Consider how these frames align with the work of your local.
 - ✓ Share examples of work being done in your local currently that reflect each of the three frames.

Revisiting the 3 Frames of Unionism

Part Two: Reflect on the Sounding Board conversations you engaged in.

- ✓ How did the themes from these conversations align with the Three Frames of Unionism?
- ✓ Where do you think the priorities of your early career colleagues fall within the 3 frames?
- ✓ What are some of the most important ideas that have emerged from your Sounding Board conversations?

Checking out the LEAPs

- **L** Leadership
- **E** Engagement
- **A** Action
- **P** Plan

Overview of the LEAP Projects by Locals

- Each local will present for up to 5 minutes:
- What topics/issues were the focus of the LEAP(s)
- Why were these topics important?
- What are some of the ideas emerging from the research and/or the work so far?

LEAP Project Share-Out

1. **Presenting local** provides an 5 minute presentation to the Fellows from the other locals.
2. Fellows from **listening locals** ask clarifying questions (2 minutes)
3. **Listening locals** discuss the plan presented, **presenting local** *listens without talking*. (4 minutes)
4. **Whole group** discussion about the LEAP (4 minutes)

Team Debrief of the LEAP

Spend time discussing the critical feedback and new ideas generated from the small group share out.

- ✓ What was confirming?
- ✓ What are some new ideas you're considering?

Leadership Competencies and NEA Framework

Review the competencies and reflect on your current leadership opportunities and interests.

- **Instructional Leadership** – in placing educators at the center of facilitating, supporting and improving teaching and learning in their schools and districts;
- **Policy Leadership** – engaging accomplished teachers in informing and influencing policymaking decisions at the local, state, and national levels;
- **Association Leadership** – preparing current and future association leaders to include an emphasis on advancing the profession of teaching and the professional interests of members into the union advocacy agenda.

Reflecting on the Leadership Journey

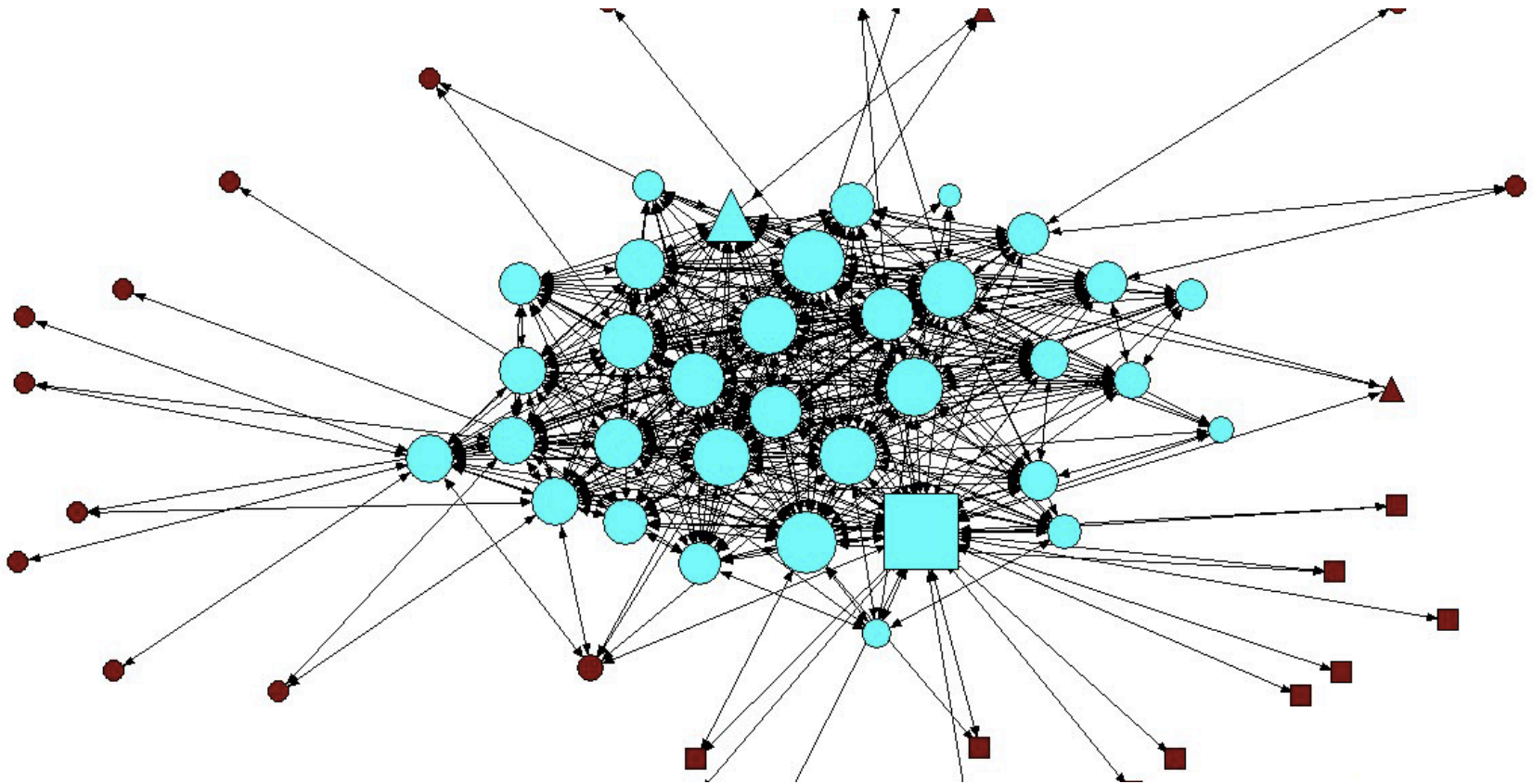
Individually:

Choose the pathway that you feel you have had the most growth.

Using the TLI Competencies Rubrics, complete the reflection on page 8, 9 or 10.

Meet with the other Fellows focused on the same pathway, and share your reflections on the leadership journey.

The Power of Networking



Survey Review



Data Review Overview

- Process:
 - Spend a few minutes reviewing the Midpoint data
 - You may also review your “pre” survey to get comparisons
- Data Norms:
 - Comment on the data in general terms. The “N” is small. Be cautious about singling out respondents
 - Focus on data as a conversation starter to move Fellows and cohort forward

Possible Discussion Prompts

- *What in the data matches what you are experiencing in your ECLF experience?*
- *What was unexpected or a surprise?*
- *What connections do you see with*
 - *The 3 Frames of Unionism*
 - *The Teacher Leadership Institute competency areas*
- *How does midpoint data inform your next steps back home?*

Next Steps

We learned....

Next Steps

We learned....	Next Steps

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