

Education Minnesota Leadership Fellowship

Collaborative experience & commitment

The Education Minnesota Leadership Fellowship is an exciting leadership initiative. The Education Minnesota Leadership Fellowship will support 6-10 Leadership Fellows from locals in Minnesota. These Leadership Fellows will engage in the three frames of unionism, develop new skills and formalize an action pathway toward union leadership. This work strategically connects educators, their local education association with their state and national associations.

The Education Minnesota Leadership Fellowship is based on the following goals:

The Education Minnesota Leadership Fellowship participant will:

- Self-assess leadership skills and engage in learning activities to grow as a leader;
- Learn about the union, related leadership skills and pathways to local leadership;
- Identify and engage a Sounding Board of five other educators in ongoing, one-on-one conversations;
- Develop and begin implementing a Leadership Engagement & Action Project that addresses an issue of importance with educators in the local

The local education association will:

- Support their Fellows and share their work through social media and other communications channels;
- Utilize the Education Minnesota Leadership Fellowship in its educator membership and engagement strategy;
- Connect Education Minnesota Leadership Fellowship participants with emerging leadership opportunities in the Association

The Education Minnesota Leadership Fellowship will:

- Network partner locals, states and Leadership Fellowship participants in a yearlong learning community;
- Develop and implement an engaging and relevant leadership experience that supports educators to become association leaders;
- Leverage learnings, stories and accomplishments through local, state, TURN and national communications channels


During the Leadership Fellowship, Fellows will participate in the following structured activities:

Monthly local team meetings are estimated to be approximately 2 hours in length, but may vary depending on the local. In addition to meetings, Education Minnesota Leadership Fellowship participants will each identify a "Sounding Board" of 5 other educators they will connect with during their fellowship work. Fellows will engage Sounding Board participants in 1:1 conversations to identify their passions and issues of interest. Sounding Board interests and issues will guide the creation of the Education Minnesota Leadership Fellowship participant's Leadership, Engagement & Action Project (LEAP).

Continued on back

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www.educationminnesota.org

Education Minnesota is an affiliate of the American Federation of Teachers, the National Education Association and AFL-CIO.  2307



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EDUCATORS AND STUDENTS**

The time commitment for Education Minnesota ECLF Collaborative is significant, but designed to be manageable for educators. We anticipate the time commitment for the program to be between 50 and 60 hours during the year. Here is an approximate breakdown of the estimated time for the key components of the Education Minnesota Leadership Fellowship experience:

- State/Regional/National Meetings: 16 hours
- Local meetings: 18 hours
- Sounding Board Engagement: 8 hours
- Leadership, Engagement & Action Project (LEAP): 12 hours

Leadership fellowship participants: Commitment & selection

Selected local education unions will identify and select 6-10 early career educators to participate in the Education Minnesota Leadership Fellowship. Fellows should:

- Represent the diversity of America's classrooms;
- Have demonstrated success in improving learning opportunities; and
- Show promise and initial interest in future union leadership

It is an expectation that the Education Minnesota Leadership Fellowship participants attend state/regional meetings, at least 80% of local meetings, form a Sounding Board of at least 5 educators and complete the LEAP project. Education Minnesota Leadership Fellowship program completers will receive a \$500 stipend.

We encourage the intentional selection of Education Minnesota Leadership Fellowship participants who can commit the time required. There are 3 ways selected local unions can identify their slate of participants:

1. New individual member connections (e.g. targeted outreach, 1-1 conversations)
2. Past member connections (e.g. new educator events, worksite meetings, etc.)
3. All-call to the membership (email, social media, etc.)

The local can use any approach or combination of approaches it sees fit, but we do encourage each local to utilize the best way to seek out new member contacts. This can include outreach by email, newsletters and social media.

Local union ECLF coach: Commitment & selection

Each Education Minnesota Leadership Fellowship local union site will identify a coach to guide and support participants through their leadership growth and development. The Local Union Education Minnesota Leadership Fellowship coach serves as primary contact with the Education Minnesota staff and collaborates with other coaches. Coaches should expect to devote 10-12 hours per month (100-120 hours total) on Education Minnesota Leadership Fellowship work, including attending 2 state/regional face-to-face meetings in addition to local meetings. Coaches will receive a \$500 stipend for successful completion of their role.

The Education Minnesota Leadership Fellowship coach's responsibilities include:

- Participating in monthly curriculum meetings with Education Minnesota Leadership Fellowship staff and other coaches;
- Facilitating local team meetings based on the Education Minnesota Leadership Fellowship curriculum;
- Supporting Fellows in identifying and engaging Sounding Board members;
- Supporting Fellows with their Leadership Engagement & Action Project (LEAP)
- Coordinating communications and outreach about program with and through the local union, with a strong social media presence;
- Providing monthly updates to the Education Minnesota Leadership Fellowship about local meetings

In selecting its coach, the Education Minnesota Leadership Fellowship local association should use these criteria:

- some organizational development skills/background;
- familiarity with the local union and district;
- credibility as an accomplished educator and union leader;
- experience working with and leading adult learners.

Confirming your local's status

We're excited at the possibility of working with your local with this unique educator program. If you have any questions, please feel free to send any questions to Jessica Wilson at jessica.wilson@edmn.org.

Testimonials

What did you like about being a part of the ECLF?

- Becoming more comfortable with my union folks and other colleagues
- Community, knowledge, encouragement.
- I like the flexibility we have to make our own projects that are of our own creation.
- I loved being able to collaborate with other early career teachers, working together to make the mentorship program.
- The opportunity to connect with other early career professionals, outside of our district. I also liked the chance to make change and become more involved.
- We have such a fun group! It was such a blast. I loved getting to know them better.
- Connecting with more than just paras.
- Learning more about the union, being involved in something, the other people in this group are so fun and I'm glad to be able to see them once a month.
- I liked creating a purpose for our school
- Getting more involved in my school and leadership programs. Also, getting to know my colleagues more. Being a first year teacher during a pandemic it is difficult to get to know people!
- It was an opportunity to get involved with the union with people of a similar experience. I didn't have to worry about being the least knowledgeable person on union stuff. It was also an opportunity to make positive changes in my school community and union.
- Hearing from all the different groups about their experiences and finding out we are not alone in our struggles.
- Hearing others, building relationships with coworkers, receiving feedback
- The collaboration with other new teachers. Ashley and Aaron did a great job of leading and made it very comfortable to be able to speak opinions.
- Taking the time to think about our group and what we needed; hearing from other groups and what they were thinking about

What were your key take aways from this program?

- The union is not just for grievances
- If you are thinking it, chances are you are not the only one. Make the plan!
- There are lots of things to work on in education and that many districts share similar difficulties.
- That there is much much more work to be done but we have a great start
- Becoming involved in the union is much easier than I thought. Other early career teachers are passionate/care about the same issues I do. Connection matters at all stages in your teaching career.
- We are so much stronger together!
- Based on everyone's projects, proper training and communication are key to a successful school.
- being able to create a change
- How important leadership is in school. I also noticed how important it is to have staff engagement, as well as, family involvement to make the year more successful. Also, will help with staff retainment.
- Collaboration and Communication is key!
- There are many things that I can do to be involved within my union. I found that even as an early non tenured teacher that I still have a voice and that voice matters.
- I feel more comfortable knowing what the local is about and all of the ideas and programs that are out there to get involved in.
- It's a good way to involve motivated members to think about this work.