

2023 Summer Leadership Seminar Pathways

Certified Negotiator Training for Teachers

Negotiators acquire knowledge and skills to lead their locals to settlement. There are two versions of Certified Negotiators training, one specifically for teacher negotiators and the other for ESP negotiators. CNP is an interactive and participatory training that is recommended for current and future negotiators, leaders and any members looking to learn about negotiations.

Participants will:

- Understand PELRA (Public Employment Labor Relations Act).
- Learn to engage members in the negotiations process and understand bargaining team dynamics.
- Learn to develop and draft proposals, costing proposals and settlements, how to present and counter proposals, and how to finish the bargaining process.

Certified Negotiator Training for ESPs

The Certified Negotiator Program trains new negotiators in foundational skills that will make them effective at the bargaining table, with a focus on issues and strategies relevant to ESP bargaining groups.

Participants will:

- Learn about the legal basis for bargaining.
- Understand the importance of surveying members, research, and proposal preparation.
- Learn the components of delivery and organizing for settlement.

Driving Policy Change with Research


Practicing educators are the experts when it comes to education policy, but their voices are too often excluded from important conversations about systemic change. Members in this pathway will learn to translate academic research into advocacy work. Participants will explore current hot topics in education policy as well as how to operationalize their research, and the research of others, to influence public policy decisions. This pathway is ideal for members completing a dissertation or thesis, members who have already completed a dissertation or thesis and are curious about how to utilize their findings, members who have or want to participate in the EdMN EPIC program, and members who are interested in learning more about the connections between research, practice, and policy.

Participants will:

- Develop an understanding of public advocacy in the education policy sphere.
- Learn to translate academic research for different audiences.
- Seek and provide feedback on current or completed academic research.
- Practice modes of public advocacy such as testifying, interviews, and task force participation.
- Create a cohort of member experts for future advocacy opportunities.

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**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**

ESP A to Z

This session is designed to give ESP members, leaders, and locals the skills they need to develop and carry out a year-long membership program for their local.

Participants will:

Understand the importance of knowing their local constitution and bylaws, their negotiated agreement, the needs of their members, the support from their Field Staff and Education Minnesota in the advancement of locals' goals and objectives.

- Learn how to work with fellow members in brainstorming and writing yearly goals and objectives for their local.
- Learn how to implement and monitor a yearly plan of goals and objectives for their local.
- Understand the requirements of their local in member rights representation, negotiations and in membership recruitment and development.
- Learn the skills to improve and enhance the work of their local as a voice for their members.

Excuse Me... I'm Speaking

Hey, Feisty Peeps! To any women out there who want to be a leader or claim to be a leader one must speak like a leader & act like a leader. That means speaking with integrity and truth and walking the talk. We are a cadre of feisty, sassy, loving, determined, sarcastic, positive, brave, honest, straight forward, courageous, and real women who invite you to join us on a journey. In our vulnerable moments we can all use smart & sassy advice to wise up, stand up, grow up and get soaring again. Please join us as we hope to inspire the hearts and minds of women.

Participants will:

- Learn to empower themselves and the women around them.
- Learn to be assertive vs aggressive.
- Fine tune skills related to professional communication.
- Learn to manage conflict and work to overcome obstacles.
- Learn to balance home & work life, practice self-care, and promote positive forward movement.
- Learn that women can honor themselves, reflect & assess their own strengths & challenges.

Financial Leadership in Your Local

Do you serve in a role with financial responsibilities? Are you interested in learning more about how to support the financial wellbeing of your local? This pathway is for you!

Education Minnesota and all its affiliates and intermediate organizations must comply with local, state and federal laws, plus the rules and policies set forth in our governance documents and by our national affiliates. At the same time, we must ensure strong financial practices. This pathway will provide information regarding the wide range of fiduciary responsibilities of treasurers, officers, local leaders, members with access to financial data and dues information and/or members with a strong interest in the financial wellbeing of their local.

Participants will:

- Learn best practices to safeguard the assets of the organization and ensure resources of the union are utilized to the maximum benefit of the members.
- Collaborate with local leaders, sharing best practices, experiences, ideas, and tips.
- Learn about financial assistance for your local: Education Minnesota Organizing for Settlement Grant and Education Minnesota Foundation for Teaching and Learning grant opportunities.
- Review membership materials and learn how to complete membership forms and document roster changes.

Increasing your Sphere of Influence

Increasing your Sphere of Influence is a leadership pathway based on community organizing strategies and tactics and the use of the Education Minnesota Organizing Tool. We know that when a community backs a school and its staff- power shifts occur. The goal of this seminar is to help members shift that power using an organizing approach. This seminar will present what community organizing looks like in a union pre negotiations, during negotiations, and post-negotiations.

The session unfolds into four sections. The first is presented as a lecture; the second is experiential with participants applying what they've learned using hypothetical scenarios; the third is applying what they've learned using real conditions and leaning on each other. Finally, participants will be given access to the tools and resources necessary to provide support at their home site.

Participants will:

- Build knowledge of community organizing within a union.
- Learn the proper use of community organizing tools.
- Learn to apply organizing efforts within real conditions.

Just for New(er) Presidents

This pathway is designed to provide new(er) local presidents with the knowledge and skills to have a successful term of office. Some of the topics include the role of the local president, constitution and bylaws, collective bargaining agreements, communication, membership, the value of belonging, Robert's Rules of Order, working with your executive board, and legal responsibilities. We will also welcome guest speakers from across departments to talk about different facets of union work so you can connect your members with everything your state affiliate has to offer!

Participants will:

- Understand the role of the local president and local leadership positions.
- Read, evaluate, and implement your local's constitution and bylaws.
- Communicate effectively with members.
- Articulate the value of belonging to a union and inoculate against attacks on unionism.
- Read, understand, and enforce your collective bargaining agreement.
- Facilitate general membership and executive board meetings.
- Connect members with different facets of unionism connected to their interests.
- Facilitate the completion of your local's legal and fiscal responsibilities.
- Aid members in making the most of their union membership.

Local Contract Action Team Training: Organizing fundamentals and building contract campaigns

Local Contract Action Teams (LCATs) are the engine of organizing in locals. This pathway will provide time and space for members interested in building organizing skills to become grounded in the fundamentals of organizing and learn to build and plan powerful campaigns in locals. We will spend time digging into our own union stories and learning how to build relationships and connections within our locals as the foundation of our union power. We will develop a baseline contract campaign to help win on the issues that improve the lives of our members and our students. Most importantly, we will have fun, connect across locals, and strengthen our union muscles.

Participants will:

- Learn and practice one-to-one conversations.
- Develop their own public narrative.
- Understand how to generate an organizing plan based on shared values and needs of members rooted in an analysis of local culture and needs.
- Develop a base contract campaign plan based on an understanding of the principles of risk, smart strategies and tactics, and escalation.
- Understand how to create a local structure that supports their campaign plan including communication internally and externally.

MEA Professional Development Train the Trainer

Are you interested in becoming a trainer for Education Minnesota? Get trained in some of Education Minnesota's most popular professional development offerings, including relicensure training and new trainings about racial and social justice. This leadership pathway will include training on how to teach adult learners with a strong equity mindset, and then you will choose from a variety of sessions to learn how to train. After taking this leadership pathway, you will train your colleagues and other Education Minnesota members throughout the state and earn extra income during the 2023-2024 school year!

Participants will:

- Learn about andragogy and strategies to teach adult learners.
- Learn how to address various challenging situations that occur during training, with a strong equity mindset.
- Learn how to train various popular Education Minnesota trainings.

Member Rights Advocacy

Member Rights Advocacy is training that develops the knowledge and skills to assist other members in understanding their rights and resolving conflicts using a variety of strategies. This Leadership Pathway will focus on understanding the role, responsibilities, and rights of representation. This training will help you develop mindful strategies when responding to problems, recognize biases and prejudices of effective listening, and work to build stronger relationships with all members of your local.

Participants will:

- Understand the role of a member rights advocate.
- Understand the rights and responsibilities of representation.
- Develop knowledge, skills, and strategies necessary to represent all members.
- Learn new and better ways to respond to problems.
- Recognize roadblocks to effective listening.
- Reinforce communication skills.
- Build stronger relationships with members of your local.
- Reflect on personal growth as an advocate and leader in your local.

Political , Communications and Advocacy Leadership

Public policies and elections have a major impact on our communities—especially our public schools and the education profession. Through our democracy, and especially our union, we have the collective power to vote for public education so we can keep our collective bargaining rights, win full funding for our schools and much more. But we need educators like you at the forefront of this statewide movement for generational change — both in our workplaces and our communities.

This leadership pathway has been designed to provide you with the tools and resources to advocate for public schools at the local and statewide level.

Participants will:

- Understand the importance of local power and political engagement.
- Hear from elected officials and learn about effective advocacy tactics.
- Learn about member engagement organizing tools and political education.
- Identify what it will take to run for public office.
- Learn about tools and resources that are available to run a successful campaign for school board elections and levy referendums.

Union Leadership Development Program

The Education Minnesota Union Leadership Development Program is a three-part training, modeled after the NEA's leadership competencies, focusing on Leading of Self, Leading of Others, and Leading of the Organization. The training works to support current and emerging union leaders to develop their leadership skills, abilities, and philosophy. Not designed for any one specific position, this training can be relevant to any union leader or member looking to build power in their union.

Participants will:

- Create connections with other leaders to build collective power in their union.
- Understand the importance of building local sounding boards.
- Reflect on their individual interests, skills and needs as a leader.
- Hone their ability and skills to talk to colleagues, relationally organize, and identify fellow leaders and activists.
- Utilize storytelling to inspire their union siblings to join them in the work.
- Engage in relational organizing to identify values and motivations.
- Identify the qualities of leadership needed to build power.
- Navigate potential conflict and develop strategies to move through these tensions.
- Use comprehensive unionism to guide their work.
- Understand that leading is not limited to those with positional power.
- Identify how they can build power through an organizing framework and create a draft organizing plan.

Local Planning Time

Teams looking for dedicated time to collaborate with one another will be given their own classroom to connect, brainstorm and plan together. You and your colleagues bring the ideas, and we provide time, space and resources to support your in-person planning. In addition to reserving your own dedicated space for the seminar, each team will also be able to request support from Education Minnesota staff throughout your time together, including but not limited to legal, finance and/or field staff guidance. Eligible groups for this pathway might include Diversity and Equity Teams, Executive Councils, Building Stewards, Mentorship Teams and the list goes on! This is your opportunity to bring your ideas to life and put your plans in place ahead of the school year!