As public education continues to transform, so has the role of educators. The National Education Association (NEA) and Washington Education Association (WEA) recognize that education leaders are making some of the toughest decisions in the history of our Associations and public education.
Both Associations will continue to strategically use its resources to invest in educators by providing opportunities that increase their awareness and understanding of their responsibilities as leaders, regardless of title or role, as well as focus on greater inclusion and diversity among its leaders.
This virtual engagement is designed for WEA leaders of color who are working to create pathways for themselves and others to ensure the Association and the profession transform to meet the challenges of today and opportunities of tomorrow.
LEARNING OUTCOMES

1. WEA’s vision/definition of leadership
2. Challenge dominant paradigms of what it means to be a leader
3. Build awareness of WEA leaders of the NEA Leadership Competency Framework and how to use the framework for growth and to achieve personal and professional goals
4. Explore leadership and the development of leaders at the organizational level through race-intelligent lens
5. Offer tools to support leadership growth
6. Identify at least one leadership skill on which you will focus during the training and beyond
Welcome Back and Reflection: Setting an Intention
Framing Leadership at WEA
What Makes a Great Leader?
A Framework for Leadership
Progression Level 1:
  a. Leaders as Learners
  b. You Know What You Know (and You Don’t Know What You Don’t Know)
Progression Level 1.5: Going Deeper – Seeing, Understanding, and Meeting Yourself and in Relationship to Others
AGENDA DAY 2 JANUARY 21, 2023
8:30 AM - 12:30 PM

- Progression Level 2: Connection (and modeling and coaching…) with Other Leaders
- Level 3 Leadership: Driving an Agenda to Create Change
- Reconvening and Wrap Up
NEA Leadership Competency Framework

Level 1: Foundational (Leading of Self)

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.

Organizing
- Mobilizes to influence successful organizing outcomes, strengthen internal and external relationships, and membership capacity, as well as recruit and identify new members and potential leaders into the association.

Leading Our Professions
- Advocates for quality inside our professions and promotes our union’s role in advancing education transformation and student learning.

Strategy and Fiscal Health
- Builds the brand and accomplishes the goals of the association through effective financial management and understanding of fiduciary responsibilities.

Level 2: Mobilizing and Power-Building (Leading Others)

Communication
- Builds an integrated communications strategy that drives the goals of our professions.

Advocacy
- Advances the cause of public education through social justice and how it benefits our students and members’ professional needs and rights.

Governance and Leadership
- Sets the mission and establishes strategies necessary for a relevant and thriving organization; empowers, motivates, and fosters a pipeline of talent for the future.

Level 3: Arena-Driver (Leading the Organization)
COMPETENCY DOMAINS

THE SEVEN COMPETENCIES ARE:

• ADVOCACY: ADVANCES THE CAUSE OF PUBLIC EDUCATION THROUGH ADVOCACY FOR STUDENTS INCLUDING ADDRESSING RACIAL AND SOCIAL JUSTICE IN EDUCATION AND HOW IT BENEFITS OUR STUDENTS AND MEMBERS’ PROFESSIONAL NEEDS AND RIGHTS.

• COMMUNICATION: BUILD AND EXECUTE AN INTEGRATED COMMUNICATIONS STRATEGY THAT DRIVES THE MISSION, VISION, CORE VALUES AND STRATEGIC GOALS OF THE ASSOCIATION.

• GOVERNANCE AND LEADERSHIP: SETS THE MISSION AND ESTABLISHES AND MONITORS STRATEGIES NECESSARY FOR RELEVANT AND THRIVING ASSOCIATIONS WHILE EMPOWERING, MOTIVATING, AND FOSTERING A PIPELINE OF DIVERSE LEADERS.
• **LEADING OUR PROFESSIONS:** ADVOCATES FOR PROFESSIONAL LEARNING, PROFESSIONAL QUALITY AND SOCIAL DIVERSITY INSIDE OUR PROFESSIONS AND PROMOTES OUR UNION’S ROLE IN ADVANCING EDUCATION TRANSFORMATION, STUDENT LEARNING, AND EQUITABLE ACCESS TO OPPORTUNITIES.

• **ORGANIZING:** MOBILIZES AND ENGAGES MEMBERS AND LEADERS TO SUPPORT INTERNAL AND EXTERNAL RELATIONSHIPS AND ASSOCIATION CAPACITY TO: RECRUIT, RETAIN AND IDENTIFY DIVERSE GROUPS OF MEMBERS AND LEADERS; AND ADVANCE STRATEGIC PRIORITIES AT THE NATIONAL, STATE, AND LOCAL LEVELS.
• **SOCIAL EMOTIONAL AND 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:** Use association resources responsibly to accomplish the goals of the association through strategic thinking, effective financial management and understanding of fiduciary responsibilities.
LINKS:

REGISTER FOR THE EVENT HERE: HTTP://FORMS.WASHINGTONNEA.ORG/FORMS/PDREGISTRATION?CEVID=7576

PLEASE MAKE SURE TO CREATE AN ACCOUNT AT NEA LEADERSHIP HERE BEFORE COMING TO THE CONFERENCE: LEARNUPON
SELF-REFLECTION

What did I learn?
How will I use what I learned?
What will I do differently after I attended the conference?
HCR COMMITTEE MEMBERS

Buddy Bear <bear1012@gmail.com
Silas Berry silasberry@yahoo.com
James Alexander <james.alexander@washingtonea.org
Allen Brett brettallen8106@gmail.com
Devon Del Rosario <Devon.DelRosario@washingtonea.org
Aneeka Ferrell <aneeka.ferrell@gmail.com
Katie Hays katiea52@gmail.com
Lyons, Krystle krystle.j.lyons@gmail.com
Cam Swarts <cam.swarts@washingtonea.org
Filma Fontanilla <filma.fontanilla@washingtonea.org
Brittany Haggard <brittany.haggard@washingtonea.org
Krystle Lyons <krystle.j.lyons@gmail.com
Pamella Johnson <pamella.johnson@washingtonea.org
JD Sweet jdlsweet@aol.com
Shawna Moore <shawna.moore@washingtonea.org
Anita Benitez <andyandisa7@gmail.com
Shawn Brehm <shawn.brehm@washingtonea.org

WEA Staff

Lama Chikh lchikh@washingtonea.org
Ben Ibale bibale@washingtonea.org
Lisa Kodama lkodama@washingtonea.org