



Summer Leadership Conference

Wednesday-Thursday, July 17-18, 2024
Corporate College East, Warrensville Heights

Join Us for NEOEA Summer Leadership Conference Wednesday, July 17, and Thursday, July 18 By Amy Butcher, NEOEA Summer Leadership Conference Chairperson

I came in to work today, and my students put the end of the year countdown on my board. As I write this article, my students have 37 days of school. I guess that means it's time to start thinking about summer and NEOEA Summer Leadership. I am so excited for this event this year! It is going to be better than ever; I might even say the best one yet.

There are so many changes to tell you about this year. We will be having our classes at Corporate College East. If you enjoy this location for Megaconference, you are going to love it for Summer Leadership! We are staying at a new hotel as well. We will be welcoming you to the Drury Inn close to Pinecrest. We are also very lucky to have Danielle Wiggins as our keynote speaker. We also have some great classes for you this year. There is something for everyone, from new building reps to seasoned leaders. Everyone should be able to find classes to learn something new in their leadership journey.

Please consider joining us for this amazing Summer Leadership. I guarantee you will meet new people, learn new things, and be a better leader if you come. More importantly, it's more fun with you there!

Our Keynote Speaker – Danielle Wiggins

Please join us on Wednesday evening, July 17, to hear our keynote speaker: Danielle Wiggins from WKYC.

Born, raised, and educated in Northeast Ohio, Danielle Wiggins serves as the weekend morning anchor and lead reporter for WKYC's Education Station content. She has held this role since the summer of 2023.

In addition to her daily TV responsibilities, Danielle was the co-creator, host and producer of the station's "Rising" initiative. "Rising" told the stories of people in Northeast Ohio who have overcome obstacles to achieve success and inspired others to do the same.

In 2018, Danielle won a regional Emmy Award and a Salute to Excellence Award from the National Association of Black Journalists for a "Rising" episode telling the story of a teen with cerebral palsy who pursued his dream of playing organized basketball.

Danielle also won a 2022 Gracie Award from the Alliance for Women In Media for her report on two Northeast Ohio ministry leaders, from different racial backgrounds, collaborating on reconciliation efforts after the killing of George Floyd. The following year, Danielle took home the Gracie Award for On-Air Talent [TV - Local] after sharing her breast cancer diagnosis with viewers. She used her personal story to promote breast self-exams, mammograms, and other health screenings both on-air and in the community.

Danielle is a graduate of Bedford High School and holds a bachelor's and master's degree in journalism and mass communication from Kent State University. She began her career as a paid intern for NPR's afternoon newsmagazine show "All Things Considered" in the nation's capital. She then went on to work at the CBS and ABC affiliates in Cleveland.

Danielle is a member of Delta Sigma Theta Sorority, Incorporated and the National Association of Black Journalists. She was also a 2020 Fellow in the Gwen Ifill Mentorship Program through the International Women's Media Foundation (IWMF).

When she is not on-air, Danielle loves spending time with her husband, and educator in Lorain City Schools, and their two children.



Wednesday Training Sessions

Session One, 2:30-4:30 p.m.	
1A Leadership Practices Inventory	In order to lead with purpose and vision, understanding your leadership assets and the liabilities of your leadership style is essential. This session provides each participant with a unique opportunity to assess their leadership strengths and to identify those areas of Improvement by utilizing the Leadership Practices Inventory (LPI) which introduces "The Five Practices of Exemplary Leaders."
1B Time Management: We All Need Help!	Time management skills are essential for professional success in any workplace. Those able to successfully implement strategies are able to control their workload and personal productivity soars! Learn strategies to focus on the tasks with the greatest impact for you and your organization. Finally, this session will help you identify steps you can take to better manage your priorities.
1C All Things Health Insurance	This training session is designed to equip members with the knowledge and skills needed to ensure their insurance program meets the needs of the plan participants. Key topics covered include: (1) understanding health insurance, (2) stand alone or consortium, (3) plan components and customization, (4) cost containment techniques, and (5) data and reporting. Whether you're new to insurance, or looking to enhance your existing program, this training is designed to provide valuable insights and practical strategies to help you navigate the complexities of health insurance with confidence and success.
1D All Things Financial: Understanding the OEA General Fund Analysis and Improving Career Earnings through Your Salary Schedule	The first part of this session will cover the OEA General Fund Analysis for K-12 districts; participants registered in advance will receive a copy of their district's most recent General Fund Analysis. In the second part of the session, we'll break down how salary schedules work, diagnose common pitfalls, and show how to improve salary schedules to maximize career earnings. Participants registered in advance will receive an analysis of their current salary schedule if applicable.
1E Yes And: Using Improvisation and Creativity to Succeed	Participants in this session will explore the Improvisational Theatre principle of "Yes And." Participants will engage in experiential improvisational theatre activities to explore how oftentimes we can say "yes" to accomplish so much more than "no"! Participants will understand how finding common ground can often be discovered when we agree (even when we don't). The outcome is often surprising and frequently funny!
1F New Treasurers' School (treasurers and presidents with five years of experience or less)	The responsibilities of the local association treasurer can seem ominous, especially for the first-time treasurer. OEA Secretary-Treasurer Rob McFee will give you the knowledge you need to do the job for your local and its members. This session will be tailored to the needs of treasurers who have five years or less experience on the job. Participants will focus on fiduciary duties, membership, and accounting issues, along with cybersecurity.

Wednesday evening join us at 5:00 for our Keynote Speaker, followed by dinner and social event!

Thursday – Breakfast, 8:00 a.m.; Announcements, 8:45 a.m.; Training Sessions, 9:00 a.m.-2:30 p.m.

Session Two, 9:00-10:30 a.m.	
2A OTES 3....What?! Where 'We' Have Been and the Possible Future	This session will reinforce what is required by law, what is bargainable, and some patterns or trends realized in arbitrations. Participants will view what is working and what is not. We will also discuss the potential for change in the future – be it driven by the association or legislative changes.
2-3B Member Advocacy – Everything You Ever Wanted to Know about the Grievance Process	Participants will learn the difference between a complaint, a grievance, and a ULP, the importance of filing grievances, and the role they play in defending their collective bargaining agreement will be thoroughly discussed. From the informal meeting to advocacy during the grievance hearing, all stages of the grievance process will be discussed and practiced. Participants will also learn how to decide whether or not a grievance should be taken to arbitration. <i>(Must attend both parts; this session concludes at 12:15 p.m.)</i>
2C Experienced Treasurers Session	This session is designed for the experienced treasurer (who has been in the job for more than five years) and will be a "what's new" in the area of treasurer responsibility. Participants will learn about changes in practices along with a cybersecurity presentation.
2D Hot Topics in Bargaining	Join an update on contract issues in northeastern Ohio. (Time permitting, any topic could come up; it wouldn't be "hot topics" otherwise!)
2E FMLA and Leave	The Family Medical Leave Act (FMLA) has a broad impact on members. This session will focus on the application of FMLA and how it can be used and bargained to best protect members during difficult moments in their lives. Other leaves may also be explored.
2-4F Presidents' Cadre (from OEA)	Participants will learn about the roles and responsibilities of a local president, the essential knowledge and skills needed to be successful, as well as build connections with other local presidents from across the state. <i>(Must attend all three parts; this session concludes at 2:30 p.m.)</i>
2G Adult Learning Theory	When adults attend professional learning sessions, they need more than basic step-by-step instructions. They want to achieve a deeper understanding and higher-level thinking and to be respected for their experience. They want to have opportunities to contribute to collective learning and to engage in conversations with their peers. As facilitators, we need to balance teaching new paradigms with honoring previous experience, knowledge, and perspectives in the room. During this interactive session, participants will learn to differentiate leadership of learning events, the characteristics of adult learners, who they are as learning leaders, and how effective questioning can support deeper learning for adult participants.
2-3H Calling All Building Representatives!	This training session will help new building representatives learn the ropes and will be a refresher for experienced representatives. Learn how to represent your members in meetings with administrators, handle gripes and grievances, be a first friend-best friend for new members in your building, the art of ten-minute meetings, and much more! <i>(Must attend both parts; this session concludes at 12:15 p.m.)</i>
2 I Meeting Members' Needs in the "New Normal"	NEA members are making the future better despite the attacks on curriculum, minorities, school funding and free speech, and they do so diligently with little gratitude and not enough compensation. While you make the future better, NEA Member Benefits Helps Make Members Lives Better. This session will share some of the ways NEA Member Benefits supports members and their families with the NEA Disaster Relief Program; managing student loan debt; providing financial security in retirement; providing health, accident, life, and property and casualty insurance; discounts on just about everything a member could buy and much more. This session will share the many ways that NEA Member Benefits Helps Make Members Lives Better and how your local can use NEA Member Benefits to increase membership and engage your members.

Thursday Training Sessions (continued)

Session Three, 10:45 a.m.-12:15 p.m.		
3A	Literacy: Dyslexia, Science of Reading, and What is Required vs. Bargainable	This session will cover the legislative requirements currently in place (including the implication of ODE becoming DEW and SBOE).
2-3B Member Advocacy – Everything You Ever Wanted to Know about the Grievance Process <i>(Must attend both parts; this session concludes at 12:15 p.m.)</i>		
3C	Legal Update: Special Education	Special education is covered by federal and state laws ... but the implications do not stop there. Find out about the latest developments on the legal front. You will hear an OEA attorney versed in the latest ways to protect yourself and your members in this specific area. The content of this session will also depend on legal developments at the time of the conference.
3D	Which One is for Your Local – Models for Bargaining	Mediators from the Federal Mediation and Conciliation Service (FMCS) concentrate their efforts on mediating collective bargaining negotiations and grievances as well as providing training and facilitated dialogues. This session will showcase the various models for bargaining.
3E	Building Your Local's Brand Value	Just as your perception of a brand at the grocery store can lead you to buy a product, your local association's "brand" can make a big difference for member buy-in and community support. In this session, we'll discuss strategies to craft a compelling brand identity for your association, as well as ways to build the value of your brand in the eyes of members and other stakeholders.
2-4F Presidents' Cadre (from OEA) <i>(Must attend all three parts; this session concludes at 2:30 p.m.)</i>		
3G	PBIS: What It Is, What It Isn't, and What You Should Know About Implementation	All educators encounter students who exhibit challenging behaviors, and Ohio requires that schools implement PBIS frameworks to address these challenges. But what is PBIS? Does PBIS need to include points and parties? Can educator voice be included in the decision-making process? During this session we will define and discuss Ohio's PBIS law, learn about collaborative implementation of PBIS frameworks; share examples of PBIS implementation in school settings; discuss tools that help examine root causes of challenging student behaviors; and reflect on how educators and their union can advocate for strong and effective PBIS frameworks that improve the working and learning environments for educators and their students.
2-3H Calling All Building Representatives! <i>(Must attend both parts; this session concludes at 12:15 p.m.)</i>		
3I	Political Action I – Campaigns at All Levels	OEA members continue to be a force in elections on all levels. See how to change the trajectory of our education policies in Ohio through campaigns to elect better local school board members and examine OEA's plan for Campaign 2024.

Lunch/Afternoon Announcements/Gift Winners, 12:15-1:00 p.m.

Session Four, 1:00-2:30 p.m.		
4A	Code of Conduct: Mandatory Reporting with an Emphasis on Technology/Media	Learn about the principles contained in the Code of Conduct and the guidelines for discipline for violations of the Code. Tech, media, and grooming—these are the three big ones and soon the feds will be making significant changes. Will also discuss the platform for reporting.
4B	Who Do Your Members Listen To?	What role could your local have when members choose what or whose message to embrace? Given the vast amount of "research" and misinformation that seems to provide the only truth in our current social/media/political-driven environment, this session will explore the growing need to intentionally direct your local in today's polarized environment.
4C	Legal Update: Variety of Topics	Find out about the latest developments on the legal front. You will hear an OEA attorney versed in the latest ways to protect yourself and your members. The content of legal updates depends on legal developments at the time of the update.
4D	Money, Money, Money – OEA Grants and Awards	This session will provide an overview of OEA grants and awards. Participants will learn the qualifications and the application process for these various programs and awards. The session will help better equip local leaders and members to access OEA resources to support the mission of their local.
4E	Communication in the Digital Age	Communication in a digital age is an essential skill for your local to master. This session will cover the basics for different social media platforms, including best practices to incorporate into your digital plan. We will also cover communication techniques to turn negative questions or comments into opportunities for positive, compelling messaging about your local and its causes – in the digital and real worlds alike!
2-4F Presidents' Cadre (from OEA) <i>(Must attend all three parts; this session concludes at 2:30 p.m.)</i>		
4G	Inclusion: It's Not More Work, It's Different Work!	Inclusion is not just about students with special needs. All educators have classrooms filled with students from different backgrounds, and with different interests, talents, and skillsets. Those students also have varying physical, emotional, developmental, and sensory needs. How can educators ensure that they are meeting each student's needs and creating an inclusive community where diversity is celebrated and all students have the opportunity to learn? Drawing upon the work of educator Shelley Moore, we will explore the evolution of "inclusion" in schools, consider learners from a strengths-based frame, identify flexibilities in curriculum, brainstorm how to make learning accessible, and consider inclusive supports and reasonable goals for learners.
4H	Your Voice Matters	This session will help all mandatory reporters explore and understand their critical role in advocating and protecting children by recognizing and reporting child abuse and neglect. Participants will obtain an overview of Children's Services with pertinent dialogue to the role and responsibilities of a mandated reporter. The session will conclude with an open forum/questionnaire component.
4I	Political Action II – Your Political Power: What Can You do with It?	All decisions that impact public education are made by elected officials. At the local level, this means that elected board members make decisions on contract negotiations, employee hiring and discipline, whether a bond or levy is placed on the ballot, and decisions about the curriculum taught in classrooms. Learn how local associations can actively work to recruit and provide support to pro-public education candidates running for their board of education. Local associations also play an important role in the levy/bond process. We will review the ways a local association participates as a stakeholder in levy or bond campaigns and develop member-to-member and/or member-to-public programs in support of local ballot initiatives.



Summer Leadership Conference

Wednesday-Thursday, July 17-18, 2024
Corporate College East, Warrensville Heights

REGISTRATION: SUMMER LEADERSHIP CONFERENCE

Process:

- 1) Registration is online this year and opens on Wednesday, May 1. Please go to the link at <https://vireopay.net/transact/NEOEA/SLC2024>. Besides the usual demographic data, we will need to know which session(s) you'd like to attend, if you will be joining us for the meals and Wednesday night keynote speaker, dinner, and social event, and if you'll need a hotel room. Once you've made your selections, you'll be able to print a receipt.
- 2) An email confirming your enrollment for the NEOEA Summer Leadership Conference will be sent along with the amount due for your registration. Please make your check payable to NEOEA, and mail it to NEOEA Summer Leadership; 6001 Landerhaven Drive, Suite D; Mayfield Hts., OH 44124-4190.
- 3) **Registrations must be received by Wednesday, July 10. No reservations will be accepted after this date.**
- 4) On Thursday, July 11, you'll receive an email with a link to the conference site and any other details that you'll need.

Registration Fee:

Register early and save! Payments postmarked by Wednesday, June 12, get the reduced price.

	By June 12	After June 12
New Treasurers' School only (Wednesday)	Free	Free
Commuting (1 person/no sleeping room)	\$ 50	\$ 70
Double occupancy (2 people/1 sleeping room) **	\$ 200	\$ 220
Single occupancy (1 person/1 sleeping room) **	\$ 150	\$ 170

**** If you need a hotel room, your registration must be received by Wednesday, June 26.**

Notes:

- 1) Summer Leadership Conference is for **NEOEA members only**.
- 2) Course selections are subject to room limitations.
- 3) Course descriptions and presenters are subject to change.

NEOEA Policy 8.08b states "Local associations will be held financially responsible for conference expenses incurred by NEOEA whenever a pre-registered member of a local association fails to attend a free NEOEA conference. A bill for such expenses (per person cost) will be emailed to the member or local association within five working days of the conference. Cancellations by members or associations will be accepted up to 9:00 a.m. five working days preceding the conference. NEOEA must be notified of any emergency situation that would prevent individual attendance after that hour."

Graduate Credit:

Participants of Summer Leadership can receive two semester hours of graduate credit (\$370) through Ashland College for attending the Conference and completing an outside assignment. Registration and payment is online through Ashland College. Details are available at neoea.org/files/GradCredit.pdf.

Any questions? Please email us at desk@neoea.org.