

Issues Conference 2019 -
The Challenge of Change: Refresh, Renew, Refocus

2019 Elective Title	Description	Strategic Plan Focus Area	Audience
50 Shades of ESSA: The Every Student Succeeds Act	As part of California's transition to the ESSA, California must submit an ESSA Consolidated State Plan (State Plan) to the U.S. Department of Education (ED) in 2017. The State Plan defines California's implementation of standards, assessments, accountability, and assistance programs. This session will review how California's new plan will impact ongoing work with the LCAP, as well as significant changes to all aspects of the kindergarten through grade 12 (K-12) education system, including curriculum and instruction, school finance, and school accountability and program improvement efforts.	Advocacy on Education Reform	COE, ESP, Rural, Urban
A Bridge over Troubled Water: Advocating for Immigrant Students	This workshop provides educators with tools to help support and protect immigrant students in our schools.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Academic Freedom in the Current Political Climate	"My principal made me take down my diversity poster." "A parent complained because this author is from Afghanistan." "Our Board is saying we shouldn't teach about protest." In schools across our nation, academic freedom is being limited and in many places attacked. We can't let this happen. This interactive session will focus on how we can procure, promote, and protect academic freedom in our contracts and in our schools.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Adult on Adult Bullying at Schools: The Silent Epidemic	Negative behaviors in the workplace, and beyond, impact all classifications of school employees as well as students throughout school districts. In this session, participants will ascertain the differences between bullying and harassment, review current legislation, and discover techniques and advocacy strategies to protect themselves and improve the working and learning environment.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Alternative Discipline Practices in Schools	Many districts are looking at ways to provide alternative discipline practices for students. What are some of the best ways to approach this type of systems change? We will focus on best practices of the Positive Behavior Intervention and Supports (PBIS) framework along with examples of other evidenced-based approaches to student discipline such as Restorative Justice (RJ), Social Emotional Learning (SEL), and Trauma-Informed schools. These programs are effective in districts where all stake-holder groups (teachers, administrators, ESP, parents and students) work collaboratively to build a school climate in which all students can be successful. Examples of schools where these programs are working will be shared along with strategies and tools on how to work with your school district to develop an equitable and effective school discipline program.	Transforming Our Profession	COE, ESP, Rural, Urban
Assess for Success	Can we do it? What will it take to get there? Accurate assessments are how we build a strong union that can mobilize members and exercise power. Let's work together to learn best practices for building stronger chapters across the state. This session will provide an assessment tool for locals that answers these questions and much more!	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
Body Language	We communicate without saying a word using gestures, eye movements, facial expressions and body posture. Learn the common signs for trust and distrust, the best signals for persuasion and how men and women communicate differently – and effectively. Understand how your body language impacts what your audiences are hearing and how it can put you in a better position to effectively communicate with others. Bonus – where is the "power position" in a room or at a table?	Leadership and Leadership Development	COE, ESP, Higher Ed, Rural, Urban
Bomb Threats, Intruders, Active Shooters – Be Prepared for an Emergency!	Will you be prepared when the emergency happens? Unexpected incidents, everything from fires and earthquakes to bomb threats and intruders, occur at schools every day. What can you do to make schools safer for your members? This workshop will address strategies for working with school staff, parents and the community to create a safe environment for our school employees and students. Have you ever thought of what you would do in a lockdown? What if it was during recess or lunch? Included will be suggestions on how you can respond if a crisis occurs in your district and what to do in the event of a lengthy lockdown. The staff will also share examples of assisting members during violent events, natural disasters and other incidents that create a loss.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
Building a Stronger ESP Local	This session uses the foundation of member engagement and understanding the power ESPs have to build a strong local. This will be an interactive session of listening and sharing ideas to take back to your local.	Advocacy on Education Reform	ESP
Building Blocks for ESP Member Engagement	Do you ever wonder why there is apathy or lack of membership engagement at your local? Do members often ask, "What does the chapter do for me?" In this workshop, participants will assess local chapter membership and engagement, reflect on why their local is relevant, and develop a successful membership engagement plan.	Building an Organizing Culture	ESP
Bylaws Compliance: Quick and Easy	Want to make sure your Local/CTA/NEA bylaws comply and are up to date? Participants will learn how to assist their local in demystifying the bylaw compliance process to help ensure committee approval. An interactive CD will be provided to each participant and bylaw templates will be discussed. Questions regarding election procedures, roles and responsibilities of elected positions, and other bylaw requirements will be addressed.	Structure and Governance	COE, ESP, Higher Ed, Rural, Urban

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CalPERS Retirement Essentials	You are never too young or old to learn about your CalPERS benefits, programs and services. There will be materials and discussion of the CalPERS retirement benefit formula, survivor benefits, legislative changes and Social Security.	Transforming Our Profession	COE, Higher Ed, Rural, Urban
CalSTRS Retirement Essentials	You are never too young or old to learn about your CalSTRS benefits, programs and services. There will be materials and discussion of the CalSTRS retirement benefit formula, Defined Benefit Supplemental Program, survivor benefits, legislative changes and Social Security Offsets.	Transforming Our Profession	COE, Higher Ed, Rural, Urban
COE Issues Breakout - "County Office: Bargaining, Funding, Governance, and Workplace Issues"	Our members in County Office of Education chapters have some unique issues, including type of programs, funding and organizing across large areas. This session will focus on discussion of the latest state budget updates, bargaining issues and organizing ideas for our COE chapters.		COE
COE Tech Tools	Finding it difficult to engage and communicate with COE members that work in over 40 - 50 or more site locations? Come join us to explore technology to address this constant challenge with a focus on COE needs through the use of CTA Search, Survey Monkey, Remind App, Facebook Groups, Google Groups, e-mail tips. Session attendees will also learn to use multimedia to effectively engage members.	Leadership and Leadership Development	COE
CTA 360 App and CTA 360Pro 2.0 - Master Your Membership Tools	Take your basic knowledge of CTA 360 and CTA 360Pro to the next level! Bring your device to navigate along with us. Together we'll walk through the process to enroll a new member and help you understand your role in maintaining and sharing member data. See how easy it is to run and analyze your own membership reports and rosters of non-members and potential members. Learn some advanced uses of these tools and understand how other leaders have been successful in using their data in organizing efforts. Bring your questions and share your experiences and feedback.	Leadership and Leadership Development	COE, ESP, Higher Ed, Rural, Urban
CTA 360Pro & CTA 360 App - Using the Power of Data to Organize	Introducing CTA 360Pro, the updated desktop and laptop access point to CTA's Association Management System. This game changer for local leaders opens the door to powerful individual information, leadership roles and reports. Also, learn how to use CTA 360, CTA's mobile app for leaders. Get trained on CTA 360 functionalities including updating individual information and converting potential members to full active members with just a few taps on your mobile device. Upon completion of this class and authorization from your chapter president, you will receive access to both tools which will allow for powerful data management to help our local organize and engage members.	Leadership and Leadership Development	COE, ESP, Higher Ed, Rural, Urban
Cultivating Creativity and Building Strong Relationships with IFT Grants	This session will provide an overview of how the Institute for Teaching's (IFT) strength-based approach has empowered CTA members to transform their classrooms, their schools and their school communities with innovative ideas and student-centered learning practices. Over the last 9 years, IFT grants have provided over 3 Million dollars in resources to fund the passions that our members feel for their work and their students. The IFT awards grants ranging from \$5,000 to \$20,000 for classroom or school site projects. Learn how teachers are building relationships and cultivating change from the classroom level up. Information about the Thrively strength-based Student Assessment will also be included.	Transforming Our Profession	COE, Higher Ed, Rural, Urban
EMAC Forum	We hope that you will attend the Ethnic Minority Affairs Committee (EMAC) Forum. It is a time to hear from ethnic minority members on how CTA can improve and increase ethnic minority participation within the union. EMAC is also interested in hearing what educational issues exist in your area and possible remedies. Your input is important to us."		COE, ESP, Higher Ed, Rural, Urban
ESP – Building an Engaging, Supportive, Proactive Union	Building a strong ESP (Engaging, Supportive, Proactive) Association is essential in creating a proactive working and learning environment for our students and professionals. Together, let's look at how we can make your Association an ESP Association.	Transforming Our Profession	ESP
ESP Issues Breakout – "ESP Chapters: Planning for the Future in 2019 and Beyond"	This session will focus on a discussion around issues impacting ESP members.		ESP
Ethnic Minority Leadership Development: Communication for Effective Leadership	This session deals with the importance of good communication with a focus on interpersonal skills, group articulation and intergroup dynamics. Included is a survey of communication styles.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Facilitated Conversation with CTA Officers and the Executive Director	The CTA President, Vice President, Secretary-Treasurer and Executive Director will conduct a round-table discussion. Bring your ideas about the direction CTA should take and your questions concerning the Association.	Structure and Governance	COE, ESP, Higher Ed, Rural, Urban

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Fight for Public Education: Creating a Culture of Charter School Accountability	Historically, many charter schools were created to address important local educational needs and had governance structures that were accountable to teachers, parents and students in their community. In recent years the trend is towards the growth of large charter management organizations (CMOs). These CMOs often have unelected governance boards that are neither reflective of nor accountable to the local communities they are supposed to serve. Increasingly parents, educators (both charter and traditional), and other community members have been organizing to ensure these charter schools act as responsible members of their local educational communities. In this workshop, you will learn about both the laws and regulations governing charter approval and oversight in California as well as strategies to improve common sense oversight of charter schools in your area.	Organizing Unrepresented Education Workers	COE, ESP, Rural, Urban
From Blueprints to Footprints: A New Look at Teacher Evaluation	Why is teacher evaluation important? Did you know CTA has a guide on Teacher Evaluation? Come and learn about multiple measures, formative and summative assessment, training of administrators and many more topics. Bring your questions to get advice about the changing conversations concerning how to support and improve teaching and learning. Better yet, take charge in your locals to jump start essential conversations to improve your local evaluation and teacher support systems.	Transforming Our Profession	COE, Rural, Urban
From Enrollment to Engagement - New Member Lifecycle	Engaging and organizing members is essential and rewarding! It is critical for Membership Chairs and local leaders to know how to sign up a new member, answer the tough questions, know what to do with enrollment forms and understand how to update and share membership information with CTA. Discover CTA's Association Management tools and Membership Chair resources which will aid locals in their member engagement plans. Also included is a step-by-step guide to successfully committing individuals to membership with the new CTA Commitment Card. This personalized Commitment Card is used by locals to recommit members to the organization. We'll share success stories and how you can get started in your local.	Leadership and Leadership Development	COE, ESP, Higher Ed, Rural, Urban
Generation Debt: Student Loan Forgiveness	If you have Stafford or Perkins loans and teach in a "high needs school" or "teacher shortage area" you may be eligible for a portion of student loan forgiveness. PLEASE NOTE, if you have CONSOLIDATED your student loans you may not be eligible for forgiveness (we'll discuss this in greater detail).	Social Justice, Equity and Diversity	COE, Higher Ed, Rural, Urban
Growing Your Team: Using Campaigns to Expand Activism and Build Power in your Chapter	In this interactive workshop, participants will review some proven organizing tools to assist chapters in using their local campaigns (e.g., contract, LCAP, site issue or political action) to build site-based structures that includes identifying and recruiting organic leaders to move co-workers into action. We will discuss how every chapter campaign is an opportunity to bring in more disengaged members, reconnect with coalition partners, help win our goals and continue the momentum now and into the future.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
How Can You Support Your Student Activists?	If your students are involved in activism and you would like to support their efforts, this is the session for you. You will find the resources to support your students, give them civic action credit, and keep them safe. Learn how educators can provide guidance, support critical thinking, and mentor student activists on your school site. Come see how other schools are taking this issue on, while being informed of possible disciplinary actions students may face if they aren't following school rules.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Increasing Your Chapter's Bargaining Leverage within the Community	Why is it so difficult to gain support from parents and the community on issues that impact our classrooms, public education, and our working conditions established through our negotiated agreements? Members sometimes say, "It is not comfortable having to engage parents and the community for support every time we have a bargaining crisis!" Come and learn how to establish an ongoing communication system that will help your chapter build a relationship of support with parents and community stakeholders.	Community Engagement and Coalition Building	COE, Higher Ed, Rural, Urban
LCAP: Nuts & Bolts	"Confused about LCFF, LCAP and their importance to your chapter and need an introduction before moving onto more in depth topics? This session is for you! Topics covered: what is law regarding LCFF and LCAP?; LCAP timelines and templates; and how to organize to support your locals bargaining goals. We hope to have lively discussion and Q & A time to support chapter leaders (both veteran and new!)"	Advocacy on Education Reform	COE, ESP, Higher Ed, Rural, Urban
LCAP: Tools and Tips for Managing the Process	The local control and accountability plan (LCAP) is about ensuring local stakeholders have input in determining spending priorities for the district. It's critical that educators get involved in the LCAP process as the professional experts in education. Trainers will engage members through facilitated discussion while providing tools and resources to assist your chapter in the decision-making process when it comes to prioritizing chapter goals, sequencing LCAP events, and coordinating bargaining and organizing efforts. Members will receive sample surveys, timelines, advisories, fliers and other communications to help with membership engagement and community involvement in the LCAP process. Engaging local stakeholders, educators, parents and students to have a voice, and take an active role in this process, is essential to ensuring local control and accountability!	Advocacy on Education Reform	COE, ESP, Higher Ed, Rural, Urban

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Legal Issues in Bargaining	CTA's Legal Department and CTA's Center for Organizing and Bargaining (C4OB) have joined together to provide you with a comprehensive overview of the legal framework for negotiations and strategy pointers to assist your chapter to better represent its members. Attendees will leave this session more familiar with legal rights and responsibilities in bargaining, and have an understanding of key legal terms such as demand to consult/bargain, impact/effects bargaining, mandatory vs. permissive subjects of bargaining, past practice, unilateral changes, and unfair practice charges.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
LGBTQ+ Youth: Breaking the Silence (101)	As students struggle to deal with LGBTQ+ issues, educators need factual information and resources to support them on campus. This training will provide participants with strategies for reducing hostilities towards LGBTQ+ students and ways to create a safe learning environment for all students.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Listening to Our Conservative Voice	Members of CTA chapters and the communities in which they work are characterized by a myriad of political perspectives and affiliations. It can be challenging to effectively communicate and campaign on many of our issues when the electorate in a district that leans Republican or is strongly conservative. This session will focus on tools, methods and examples of overcoming barriers to effective relationships, organizing and political campaigns in such districts.	Community Engagement and Coalition Building	COE, ESP, Higher Ed, Rural, Urban
Loss of Fair Share: What Does It Mean? What Will We Do About It?	Now that the Supreme Court has decided the Janus Case, our local associations, CTA and NEA have lost the ability to collect Fair Share fees (Agency fees). What impact is this having on your local and on CTA/NEA? This training will explain what is happening with Fair Share and what your local should be doing now to keep your membership and to add new members, while limiting the number of drops. The key to keeping your Association strong and viable in the face of losing Fair Share is to have a plan! This training will get your local not only engaged, but ready to be stronger than ever before.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
Member Engagement - The Key to a Stronger Union!	The strength of our union can be measured by our numbers - the number of members engaged in union activities. Local leaders are constantly fighting for our members' time and energy while these members are overburdened with the ever-increasing demands placed upon them by the education system. Come share in some practical methods to improve member outreach, engagement, and retention so that we can strengthen our union!	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
Membership Engagement: Teacher-Led Professional Development	To maintain a strong union presence and to keep our members engaged, an equally important role of a local association is to provide professional development for its members. The Instructional Leadership Corps (ILC) project, a partnership between CTA and Stanford University, is a teacher-led professional development project focused on implementing the California Standards and assessments. The ILC project has 240 educators spread equally among each of the 4 CTA regions. Come hear how ILC members are engaging our members and building capacity in their local areas.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
Network and Discussion with COE Members	COE leaders will have the opportunity to participate in moderated discussions covering topics at the forefront of membership engagement and advocacy. Possible discussion topics may include Safety (MTSS), IS Caseloads, Member Outreach, and WASC.	Building an Organizing Culture	COE
No Justice - Just Us: Educators as Revolutionaries	This workshop explores methods by which educators can use Hood Politics and Culturally-Relevant Pedagogy to reach Students of Color in all educational contexts with an emphasis on poorer communities.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Organizing for Social Justice	Educators must lead the fight for equity and justice for our students and their families, for our colleagues, and for our communities. This session will address organizing strategies and provide resources to reclaim our schools, our profession, and our society through efforts in our classrooms, in our unions, and in the streets.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Organizing for Success	In a strong local, the strengths of the diverse members are utilized. Reaching out and involving the membership is valued. Diversity among members and students is viewed as a benefit. There are successful strategies that have been used by chapters to promote cross-cultural understanding among members, among students in the classrooms and their families. These approaches support effective learning environments and greater advocacy for public education. This session will outline ideas and resources for developing on-going equity programs and greater involvement in your chapter.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
Overcoming Difficult Objections: Practicing Hard Conversations to Keep Our Union Strong	When you are talking with a potential member or one that wants to drop membership, they will probably have questions, concerns, opinions and objections. This highly interactive session will provide you the tools and information to prepare your site membership teams for the tough conversations that are sometimes necessary to ask educators to belong and participate in their union.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
Promoting Reading as a Member Engagement Activity Utilizing California Reads	Readers are leaders, so it makes sense to utilize CTA's California Reads resources to promote member engagement and student learning. Learn about this year's teacher-recommended books (bring your computer or hand-held device so you can explore) and discover strategies and brainstorm tactics to promote reading for students and adults.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban

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Reducing the Risk: Teen Suicide	The Surgeon General has declared suicide a "serious public health problem." This session deals with the sensitive area of teen suicide. It is designed to increase knowledge of the causes and warnings signs of suicide and other destructive behaviors. This training will include resources for addressing and supporting students who may be exhibiting self-destructive behavior.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Rights and Responsibilities for ESP	This interactive workshop will focus on the unique rights and responsibilities of Education Support Professionals. We will discuss, organizing multiple classifications in the same bargaining unit, disciplinary procedures, hours in paid status, and other issues specific to ESP and our union.	Transforming Our Profession	ESP
Rural Issues Breakout: "Expanding Membership with Conservative Members"	Information, brainstorming and discussion to find out what works best to engage our members in conservative communities.		Rural
Sacramento Scene	This session will focus on key actions taken by lawmakers and the Governor during the recent legislative sessions. Major topics will include attacks to unions, immigration, charter schools, healthcare, and other related education issues. In addition, this workshop will include an examination of issues that will have an impact on upcoming legislation.	Advocacy on Education Reform	COE, ESP, Higher Ed, Rural, Urban
Sex, Drugs and Rock & Roll: Understanding Certificated Dismissal	What exactly are the causes for teacher dismissal? How does the discipline and dismissal process work? This session will offer guidance on the roles and rules when members face possible disciplinary action.	Transforming Our Profession	COE, Higher Ed, Rural, Urban
Social Media for Advocacy + Organizing	Social media is a powerful tool for organizing around social justice issues and education advocacy. This workshop will use real-life examples of how CTA members are using social media to organize around bargaining and to participate in local and national conversations about education. Learn best practices, how to use visuals on social media, particularly Facebook Live, hashtag activism, CTA and education-related hashtags and how to target your audience.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
Special Education Part 1: Trends, Issues and Ideas	What is Happening? What is Broken? This interactive session will focus on special education related trends and issues in your district. Participants will examine current reforms related to special education and impact on their district, bargaining unit, student services, and school climate.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Special Education Part 2: How to Fix Special Education Issues Through Organizing Strategies & Advocacy	This interactive session will explore how to use organizing strategies to address special education related issues to include: legal compliance, safety, teacher rights, IEPs, advocacy, and workload. Participants will learn and share strategies to strengthen the IEP process, problem solve issues and improve special education through their union.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
State of the State Budget	This presentation will include the details of the Governor's proposal for the 2019-20 state education budget including information about the Local Control Funding Formula.	Advocacy on Education Reform	COE, ESP, Higher Ed, Rural, Urban
Strategies for Engaging the Union in the Local Control Accountability Plan	For the past 2 years, 28 CTA local leaders created a network to meet, share, and learn about how they could strengthen the impact of the union in developing and implementing their districts' Local Control Accountability Plans (LCAP). In this session, leaders will share their ideas, their successes and challenges, and the value have seen in meeting the local control challenge for their members, students, and communities. You'll leave equipped with strategies and resources to adapt for your own local.	Advocacy on Education Reform	COE, ESP, Rural, Urban
Strengthening the Role of School Site Councils Under AB 716	AB 716 (O'Donnell) was signed into law in August 2018. This law revises and recasts provisions related to School Site Councils, the Single Plan for Student Achievement, and the Consolidated Application to account for implementation of the LCFF, LCAP, and ESSA. This law strengthens School Site Councils to play an integral role in empowering and engaging our schools and communities in the LCAP and ESSA process. Come find out how.	Community Engagement and Coalition Building	COE, ESP, Rural, Urban
Stressed?	As educators, we must learn what stress is, what it does to our bodies, and how we can control it so that we can accomplish our personal, professional, and Association goals. This session examines how to effectively manage stress through lifestyle and behavioral changes.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Understanding the Dashboard and Systems of Support in our New Accountability System	Was your school or district in Program Improvement? That accountability system ended with the Local Control Funding Formula (LCFF). Our new LCFF accountability system includes state and local indicators in the Dashboard and a new system of supports. Come and learn about the state and local indicators making up the Dashboard and the new requirements for various levels of support. This will be the first year schools will be identified for support as required in ESSA. The Dashboard is designed to present data used to view school and district progress and areas of need. Come and review information to help you in bargaining and understanding your school's progress.	Community Engagement and Coalition Building	COE, ESP, Higher Ed, Rural, Urban

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Union's Bargaining & Movement for Social Justice	From Civil Rights, the Women's Movement and the Fight for Marriage Equality, unions have played a key role by pushing reforms and social justice issues through bargaining. This session will provide a historical survey of the role of unions in pushing for social justice through their organizing and bargaining.	Social Justice, Equity and Diversity	COE, ESP, Higher Ed, Rural, Urban
Urban Issues Breakout: "Effective Member Engagement - How to Get Your Members Engaged and Activated"	Have you ever heard someone say that members are apathetic and new leaders are hard to find? One of the greatest challenges for every local is getting members involved and keeping them involved. This training will show you how to effectively engage members to get them as active participants in your local association. Through relational organizing and an effective plan you can unleash the true power of your local to affect change for your students, win at the bargaining table and fight for the future of public education.		Urban
Use Member Benefits to Help Build a Strong Association	Looking for new ways to connect with and engage your members? Do you know that CTA and NEA Member Benefits offer almost 50 exclusive programs to benefit members of all ages? Member Benefits staff will provide you with the "Organizing with CTA and NEA Member Benefits Toolkit" and tips on how to use Member Benefits in your member organizing, from one-on-ones to chapter events. Also, an overview of all Member Benefits will be provided to demonstrate how they can benefit you, your family and your career, and how they can do the same for your members. Join us and learn how to use one of the many tools available to you for member organizing, the value of CTA and NEA Member Benefits.	Leadership and Leadership Development	COE, ESP, Higher Ed, Rural, Urban
Using a Blueprint for Bargaining – Preparation is Key!	This session will provide participants with tools to help prepare their chapters to support negotiations. These tools, coupled with facilitated discussion on chapter readiness for bargaining and strategic planning, will assist you in preparing your chapter and team for bargaining.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban
Welcoming New Members into the Union	New members are a valuable resources to keeping our local associations strong. In this session you will learn about making the most of your new hire orientation time, and engaging new members throughout the year.	Building an Organizing Culture	COE, ESP, Higher Ed, Rural, Urban