

**Region III Leadership Conference**  
**September 27-29, 2019**  
**Westin Bonaventure, Los Angeles**

## **Saturday 10:30-12:00 Workshops**

### **Bargaining Campaigns 101**

This session will provide an overview of bargaining using a campaign model. We will review the theory of collective bargaining as a means to engage membership and build capacity while also providing information on unionism, duty of fair representation, the collective bargaining agreement, and how to use organizing to build the power necessary for a successful bargaining campaign. BC 101 and BC 102 are survey courses designed for all chapter leadership including the executive board, site representatives, organizing, crisis, and communications team members and the bargaining team.

### **Before You Hit Send..**

Do you know someone who lost their job, and maybe even their credential, for misusing social media in the workplace? Facebook, Twitter, Instagram and Snapchat are great platforms for educators to get their message out to a broader audience. Unfortunately, they are also platforms for unintentionally going viral, trolling, losing privacy, cyberbullying, and many other unintended consequences. What are the best practices when it comes to social media, and how should you avoid the hidden pitfalls? BEFORE YOU HIT SEND . . .join us and find out.

### **Charter School Dialogue about Unionizing Charters**

Charter School Dialogue About Unionizing Charters – The purpose is to discuss with non-charter school teachers and workers, why charter school employees should be unionized? Why it's important to education as a whole and how it benefits us.

### **Get on the Right Track with CTA/NEA Member Benefits**

All Aboard! Looking for new ways to connect with and engage your members? We'll share great strategies to add variety to your Association's member engagement and retention platforms. Member Benefits staff will provide you with the Leader Pocket Guide and tips on how to use Member Benefits in your member organizing strategies, from one-on-ones to chapter events. Also, to assist with building member appreciation and loyalty, an overview of all Member Benefits will be provided including information on the CTA Retirement Savings Plan. Join us and learn how to use one of the many tools available to you when demonstrating the value of membership.

### **School Safety for Teachers: Making Change**

Violence against teachers is a national crisis and yet, the issue is generally ignored or at least underreported. This has created widespread implications for school safety, the teaching profession and student learning. Focusing solely on student victimization to the exclusion of teacher victimization results in an inadequate representation of safety issues, which makes it more difficult to formulate effective solutions. You will leave this workshop with forward thinking ideas that your teachers association can implement to begin to address these issues.

### **Site Reps Build Union Strength!**

Come join us to learn how site reps help build power at the site level. Our interactive training addresses the duties of the Site Rep and the roles and responsibilities every good rep must know and understand. Come learn more about the many hats site reps wear—member representation, contract enforcement, membership recruitment, the duty of fair representation, and legal responsibilities.

### **Social Justice Unionism**

This session should particularly benefit leaders who want to learn more about transforming their local from a "bread-and-butter"- focused association into a union focused on social justice advocacy. Via real-world examples, participants will explore effective grassroots member engagement, organizing, and mobilizing strategies, which are essential to effecting change in the communities in which we work and our students live.

## **Special Education Issues: Rights and Responsibilities**

In this informative session, local leaders and members will familiarize themselves with the impact and implications of state and federal special education laws based on current statistics and information regarding special education issues. Bargaining strategies and language is embedded throughout this training. The topics of the training will focus on an environmental scan of special education in California, special education issues, rights of educators in IEP meetings, rights of educators to discipline special education students, and resources for local leaders to address special education issues. This session will enlighten and empower local leaders and members to clarify misconceptions about special education.

## **Saturday 1:30-3:00 Workshops**

### **Bargaining Campaigns 102**

This is the second course of the series that provides an overview of bargaining using a campaign model. BC 102 specifically provides an outline of all the steps necessary to bargain in a successful bargaining campaign including all phases of bargaining preparation, “sunshining,” communications, table tactics and behaviors, formalizing an agreement, ratification, and assessment. This session is an overview and does not provide in depth training on these subjects. BC 101 and BC 102 are survey courses designed for all chapter leadership including the executive board, site representatives, organizing, crisis, and communications team members and the bargaining team.

### **Dashboard: Suspensions, Climate, Engagement and more...**

Have questions about the dashboard and how it impacts your school or classroom? Come and discuss issues on suspension rates, student engagement, school climate, graduation rates and much more. Learn about which policy decisions are impacting your classroom and who is making them. Also, a new system of support is in place to support schools and districts. Is your local a part of it? Learn how to be an active partner in decision-making.

### **A Dialogue on Race Part 1**

If you are excited about an opportunity to actually sit down and dialogue with others about race in America, join us. This is a 2 part session. Part 1 will define key terms and lay a foundation of history and its impact on our socialization. Participants will share of their own experiences around race. In Part 2, participants will learn and practice skills to expand the conversation around race. Participants **MUST** attend Part 1 in order to attend Part 2. This session would interest those who are open to different perspectives, sharing stories, being vulnerable, and are willing to be brave and learn skills to continue a conversation on race.

### **Effective Membership Engagement and Recruitment for a Strong Local (Module 1)**

The key to keeping your Association strong and viable in the face of losing fair share is to have a plan! This training will empower you to get your local engaged and to move forward stronger than ever before. Learn what your local should be doing now to keep your current membership and to add new members. In Module 1 we'll discuss effective membership engagement and recruitment ideas and tactics. In Module 2 you'll learn how to put these tactics into an effective year long plan that will keep your local strong and effective.

### **An Exploration into SOGI; Sexual Orientation and Gender Identity in Schools**

Do you have LGBTQ+ students and/or colleagues? Do you have the courage to create a safe environment that fosters bravery to explore sexual orientation, gender identity and expression? This session is a transformative experience into privilege, identity, laws and terms as it applies to SOGI. It may be of particular interest to those who want to foster positive relations and support LGBTQ+ students and colleagues.

### **Grievance Processing**

This session will outline best practices for identifying, filing, presenting, tracking and winning grievances. Every grievance process is different, so it is good to bring your grievance article. We will share some tips and forms that will make grievances more effective, and also talk about when other approaches – like Issue Organizing and Interest-Based Problem Solving – might work better. (While Grievance Processing, Alternatives to Grievances and Interest-Based Problem Solving are offered as a continuum, it is not necessary to attend all three.)

### **Hands-On Bylaws Workshop**

Members of the CTA Governance Document Review Committee will be available for one-on-one consultation and assistance in updating bylaws. Bring your chapter bylaws and questions.

### **Influencing School Board Members**

"So you finally elected a friendly School Board and a year later they were just like the previous School Board. How did that happen?! If your local is like many other locals you know how to elect them, but not how to keep them listening. That's because most locals don't have a plan to keep constant contact with their Board. If you aren't talking to them you can bet Administration is. Learn how to put together a successful School Board communication plan through this training."

### **Launch your Local Organizing with CTA 360Pro and the CTA 360 App**

Climb aboard, get ready to explore! Join us for an introduction to CTA 360Pro and the CTA 360 app, CTA's Membership tools for local leaders. Get trained on CTA 360Pro, the desktop and laptop access point to CTA's Association Management System. Also, learn to mobilize your membership with the CTA 360 app. Learn about your local's data and the information available to begin planning your organizing efforts. Upon completion of this class and authorization from your chapter president, you will receive access to both tools.

### **New Leadership "Boot Camp"**

Are you new to Association leadership? How do you become a knowledgeable resource to your membership? Come to this training and you will learn the "basics" about Unionism and Advocacy; your Collective Bargaining rights in public education; along with CTA and NEA resources and trainings available to you as you build your leadership skills in your Chapter. Your membership in your chapter, CTA and NEA come with a wealth of benefits you didn't know existed! Come to this training and build a foundation of leadership knowledge as you navigate your new leadership role.

## **Saturday 3:15-4:45 Workshops**

### **Alternatives to Grievances**

What do you do when there is a clear problem, but you can't file a grievance? Or, you could file a grievance, yet that won't resolve an issue rooted in an administration that will not treat your union and its members with respect. The answer could be organizing, or it could be filing one of another range of complaints. We can't provide a comprehensive organizing training in 90 minutes, but we can get you headed in the right direction toward approaches and trainings that will build power in your union. We will also explore other forums for attacking specific types of problems, like the Department of Fair Employment and Housing, Uniform Complaints, and more. (While Grievance Processing, Alternatives to Grievances and Interest-Based Problem Solving are offered as a continuum, it is not necessary to attend all three.)

### **Cultivate Classroom Chemistry and Community**

This hands-on session will provide participants with a comprehensive approach for building and sustaining effective learning communities. Participants will learn the three important components of community building: authentic relationships, culture and climate, and teacher mindset. In addition, they will understand how building community positively affects behavior, motivation, and student achievement. Participants will walk away with tools, strategies, and insights they can use tomorrow to create thriving learning environments for all students that keep them going strong throughout the year.

### **Community Schools-Connecting Schools with their Communities**

Community schools serve as neighborhood hubs for children, families and civic partners and are a vital part of the growing Reclaim Our Schools movement. Offering enriching academic and extracurricular options, restorative justice programs, health, mental health and other wrap-around services, community schools can provide an inclusive education home for all students that will improve student achievement, curtail the proliferation of charter schools and reverse public school declining enrollment. One of the key proposals and component parts of the successful UTLA strike was the expansion of Community Schools. Join us in examining the ways Community Schools can help build the bonds between our public schools and the surrounding communities, bonds that are essential to the survival of public education.

### **Develop Your Advocacy Skills: Best Bets for Site Reps**

We have a shared duty to represent all our bargaining unit members. We right wrongs, and we protect rights. Our Associations give members a genuine voice in their workplace helping to ensure fair compensation and benefits and enhances conditions for teaching and learning. This session will • Teach: YOU the law regarding representation. • Familiarize: YOU with some pitfalls you might find along the way. • So that: YOU can use Representation Rights and the Duty of Fair Representation as tools in building organizational power.

### **A Dialogue on Race Part 2**

If you are excited about an opportunity to actually sit down and dialogue with others about race in America, join us. This is a 2 part session. Part 1 will define key terms and lay a foundation of history and its impact on our socialization. Participants will share of their own experiences around race. In Part 2, participants will learn and practice skills to expand the conversation around race. Participants MUST attend Part 1 in order to attend Part 2. This session would interest those who are open to different perspectives, sharing stories, being vulnerable, and are willing to be brave and learn skills to continue a conversation on race.

### **Effective Membership Engagement and Recruitment for a Strong Local (Module 2)**

The key to keeping your Association strong and viable in the face of losing fair share is to have a plan! This training will empower you to get your local engaged and to move forward stronger than ever before. Learn what your local should be doing now to keep your current membership and to add new members. In Module 1 we'll discuss effective membership engagement and recruitment ideas and tactics. In Module 2 you'll learn how to put these tactics into an effective year long plan that will keep your local strong and effective.

### **Election Training**

Learn elections requirements including, timelines, announcement, declaration of candidacy, rules for candidates, etc.

### **LCAP: Bargaining and Organizing Strategies and Tactics**

Participants will learn the necessary contractual techniques to plan and organizing tactics to plan and execute a campaign to influence the LCAP process. An LCAP campaign will be discussed and planned. Participants should be experienced bargainers as technical bargaining issues will be discussed in a compressed time format.

### **Make your Membership Soar - A leader's guide to planning, processing & promoting membership**

Zooming through the sky, don't let this pass you by! All local leaders, membership chairs and site reps play a crucial part in recruiting, engaging and maintaining membership for your local. Come get familiar with the steps, forms and timelines for membership. Learn how to explain CTA's maintenance of dues, understand your role in member retention, and become aware of the benefits important to all CTA members. Discover CTA's membership resources and tools to aid in developing and executing your member engagement plans.

### **Schools and Communities First**

Vast wealth inequality and an unjust tax structure starves our schools of funding. But there is hope! In November 2020, we can add 6 to 10 billion dollars in new revenue to California's education budget. Learn how we can work together to both increase funding for education and build a more just tax system!

## **Sunday 8:30-9:45 Workshops**

### **2019-20 State of the State Budget**

This presentation will include the details of the 2019-20 state education budget including information about the Local Control Funding Formula.

### **Alternatives to Student Discipline through Restorative Practices**

Alternatives to suspensions and expulsions -such as restorative practices and positive behavioral supports and interventions, aim to keep students engaged in the classroom while addressing the root cause of misbehavior. Participants will discuss and examine the approach of Restorative Practices and Positive Behavior Interventions and Supports(PBIS) to discover their effectiveness when used together. PBIS shifts from punishing and excluding, to teaching and rewarding positive behavior; while restorative practices encourages accountability, personal reflection, and healing for students. As a whole-school model approach to discipline, these two programs can be used hand and hand to emphasize prevention and positive outcomes for student behaviors.

### **Building Power through Stakeholder Engagement**

This session is dedicated to an interactive engagement of participants that reflects the process of building power among teachers, parents, students, and community members. Participants will learn to adapt a blueprint for identifying a common goal and developing an action plan that will make a difference. Best practices from the community engagement implemented in the recent Los Angeles and Oakland strike actions will impact this action planning. Participants will learn how to build a team of school-community stakeholders that can make change happen!

### **Journey to Financial Independence**

CTA wants you to have a long and happy retirement. CalSTRS and CalPERS will only cover about half of the income you will need in retirement so it is essential that you start a retirement savings plan to make up the difference. There are a lot of plans offered to educators but many have high fees or surrender charges. In this session, we will help you get started toward a financially secure retirement and avoid the suboptimal plans. We will review the basics of saving for retirement using easy-to-understand terms. We will highlight the CTA Retirement Savings Plan which was designed for educators and the only plan endorsed by CTA. This plan has a simple "quick enrollment" process that makes saving for retirement easy.

### **Interest Based Problem Solving**

Organizing can generate the power your union needs to be seen as a partner with management. Still, even partners don't always see things the same. Interest-Based Problem Solving is an approach to resolving conflicts that occur in an otherwise respectful relationship. We will discuss what it is – and what it is not – and why some in administration ask to use this approach even when they don't really know how it works. (While Grievance Processing, Alternatives to Grievances and Interest-Based Problem Solving are offered as a continuum, it is not necessary to attend all three.)

### **Making Choices**

"So many decisions, so little time..." Participants will experience interactive approaches to making choices and explore ways to implement and evaluate those choices.

### **Understanding How the Brain Works to Create a Positive Classroom Environment**

This workshop will highlight current brain research and explore the implications for optimal learning. We will explore how adolescence, poverty, trauma and adverse childhood experiences change how our brains work.

### **Updates on Legislation Impacting our Classrooms-Fair Act Leg**

This training will be a review of the 2011 law known as the FAIR (Fair, Accurate, Inclusive, and Respectful) Education Act, which amended the California Education Code to require the inclusion of the political, economic, and social contribution of persons with disabilities, and lesbian, gay, bisexual and transgender people into educational textbooks and the social studies curricula.

### **Using Technology to Engage Members**

This workshop will highlight real life examples of how local association chapters are using social media and mobile devices to reach both members and the public for rapid and more efficient communications around a variety of issues, including advocacy, organizing and campaigns. Learn how to use Twitter, Instagram and Facebook to engage, interact and connect with members. This is an interactive session where trainers and participants will share strategies, gadgets, apps tools and resources.

## **Sunday 10:00-11:15 Workshops**

### **Ethnic Studies Policy Praxis California**

Where are we now? Where are we going? How will we get there? In this workshop, former CA AB 2016 Ethnic Studies Model Curriculum Advisory Committee chairperson, CTA/Stanford Instructional Leadership Corps member, and editor of *Rethinking Ethnic Studies*, R. Tolteka Cuauhtin, will offer an update on state-level Ethnic Studies policy and curriculum development. Come and discuss where LEA's and our local unions, as well as school sites and classroom contexts, are in their Ethnic Studies implementation and professional development. What do we need to move forward to best serve our students and best prepare our teachers to implement Ethnic Studies?

### **Institute for Teaching: Grants Cultivate Creativity with Strength-Based Learning**

One of the keys to member engagement is support for teacher-driven creativity, passion, and innovation. 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. In this session you will learn about how the IFT provides grants ranging from \$5,000 to \$20,000 to fund the passions that our members feel for their work with students.

### **Making Regular Member Contact**

Staying ahead of anti-union forces will be key when building a long lasting relationship with new members. This training will share communication techniques to keep those new members locked in for the future!

### **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.

### **Recent Legal Trends, Cases and Decisions Affecting Unions**

This training will be an update on recent federal and state court cases in which anti-union groups like Right-to-Work and Freedom Foundation seek to expand upon the Supreme Court's *AFSCME v. Janus* decision in order to weaken unions, and what unions are doing to fight back.

### **Searching for Superheroes**

As union leaders one of our most important roles is to find our replacements and ensure the continuing strength of our chapters. In this session we will look at how to use member engagement to discover potential leaders for your association. Join us for a discussion of resources and ideas to uncover talented members in your ranks.

### **Tools to Reduce Stress**

Every day we are faced with challenges that could alter our day or even our week. Sometimes these things can cause stress in our lives and we need to find ways to decompress while at work. Hard work should not be synonymous with stress because eventually our personal lives are affected. You can become more productive by reducing the stressors so you can enjoy your job and your family. We will explore different methods and tips you can use to relax at work and at home. As we all know, students also feel the stressors of the day and we will also share activities you can use with your class. After this session, you will have a bag of options to control the stressors and in turn find peace at work and in your personal life.

### **When Bargaining Goes Kerplunk!**

This session will explore the detours that await a bargaining table that has hit rock-bottom rather than pay dirt. These detours include impasse declaration, impasse determination, mediation, fact-finding, and, finally, imposition or a strike action. The session will address the critical importance of "organizing in support of bargaining" at each benchmark along the route to a contract settlement. Finally, the session will address the elements that have made recent impasses/actions/strikes in the State successful.

### **Your STRS Retirement Benefits**

This workshop will focus on the basics of the CalSTRS retirement system, its benefits, and how to maximize your STRS pension.