

ROUD UNION
EDUCATOR

*Advocating for the schools
our children deserve*

emerging LEADERS

The OEA Emerging Leaders program is designed by the OEA Union School, in partnership with the University of Oregon Labor Education and Research Center (LERC), to enhance and build upon the skills of members who have recently begun to be involved in union activity. They might be a new member of the Executive Board, a future President, a Building Rep that shows promise, or a person who was identified as Trusted & Respected.

The course is designed to include three Saturday workshops in the winter, and a field project in the spring. Participants will either receive PDU's for class work, or two graduate credits by completing additional reading and writing assignments outside of class, including the field project. More info at: www.oregoned.org/EmergingLeaders.

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emerging LEADERS



WINTER TERM

1ST CLASS: Why Unions Matter **January 26, 2019**

Learning Objectives:

1. Participants will understand the Oregon Education Association's Emerging Leaders program and how it fits in with the union's overall strategic goals.
2. Participants will learn about labor history with an emphasis on the public sector.
3. Participant will learn about and analyze different kinds of union philosophies and understand them within their historical contexts.
4. Participants will define "educator unionism" within the context of broader public policy, political, and historical debates about public education.
5. Participants will attain a deeper understanding of the current movement of educators across America, including Walk-Out States.
6. In their first between-sessions assignment, participants will interview another educator to expand their understanding of the issues raised in this class session, and post reflections on that interview on the online forum provided for this program.

2ND CLASS: Leadership Development - Internal Organizing and Having Effective Union Conversations **February 16, 2019**

Learning Objectives:

1. Participants will analyze the role of the organizer and apply that understanding to their role within OEA.
2. Participants will learn how to map their workplaces physically, and in terms of relationships and issues.
3. Participants will learn about and practice active listening skills, relational conversations, and organizing conversations.
4. Participants will receive an assessment (DEAA) of their leadership style and learn about building effective leadership teams.
5. Participants will learn how to identify and build leadership in others.
6. In their second between-session assignment, participants will map their worksites, engage in relational and/or organizing conversations, share their own reflections, and comment on the reflections of others on the online forum provided for this program.

3RD CLASS: Planning to Win **March 16, 2019**

Learning Objectives:

1. Participants will learn about the various stages of campaign design.
2. Participants will practice campaign design in small groups.
3. Participants will begin the work of outlining their Spring Field Project utilizing the skills they acquire in this session.
4. In their third and final assignment, participants will work with others from their local to design and implement a campaign. They will use the online forum to share their experiences.

SPRING TERM

Learning Objectives:

1. Participants will define and implement a 25-hour field project directly related to local priorities (Bargaining, Revenue Campaign, etc).
2. Participants will engage in 15-hours of course work.
3. Participants will demonstrate an understanding of strategic planning to develop their campaign. This will include:
 - o Relational and organizing conversations, Power/Influence assessment, GOST (Goal, Objective, Strategy, Tactic), SMART goals, Membership Involvement and Mobilization, Communications Plan, direct contact with local leadership

REQUIREMENTS:

1. 25-hours of field work including a summative report
2. 15-hours of reading and writing on materials related to coursework
3. Regular check-ins with your partner, either in person, online or via phone.
4. Regular check-ins with your mentor, either in person, online, or via phone
5. Attend problem solving workshop Saturday, May 4th, 2019

To reserve your place in this class, or for more information about this program, please contact Peter Bauer or Kaye Grensky at the OEA Union School:

peter.bauer@oregoned.org // kaye.grensky@oregoned.org