2019 OEA Summer Conference

UNITE!

MOVING FORWARD TOGETHER
Welcome to UNITE!
OEA’s 2019 Summer Conference

July 30 – August 1, 2019
Riverhouse on the Deschutes
3075 N Business 97, Bend, OR 97703

In 2019, OEA members took action to demand improvements for education in Oregon like never before. From our buildings to our school boards to the state capitol, we have made it clear that we are ready to stand up and fight for what we know is right. Join us this summer as we build on this momentum and lay plans for the 2019-2020 school year. At Summer Conference, everyone is a teacher, everyone is a learner, and we all contain within us the seed to make change. We’ll see you at OEA’s 2019 Summer Conference: Unite! Moving Forward Together.

CONFERENCE INFORMATION
REGISTRATION
www.oregoned.org/summerconference

DEADLINE FOR REGISTRATION: 
June 26, 2019 (No Exceptions)

CANCELLATIONS:
July 8, 2019 (No Exceptions)
Cancellations (or no shows) made after July 8 will incur a $25 cancellation fee. If you find a member to attend in your place, the cancellation fee will be waived.

LODGING:
OEA will be providing the following lodging reimbursements for the 2019 Summer Conference:
- Participants traveling 50 miles or more (one way) will be reimbursed for two night’s lodging cost.
- Participants traveling 200 miles or more (one way) will be reimbursed for three night’s lodging cost.

OEA will be master billing the rooms. Lodging will be reimbursed at one-half the double occupancy rate, including tax, of OEA approved accommodations.
- Please indicate your roommate on the online registration form. If you do not have a preferred roommate, we will assign a roommate of the same gender.
- Due to limited space, we will not be able to accommodate all requests for single occupancy rooms.

MEALS:
- Meals will be provided as follows: Lunch and dinner on Tuesday, July 30, and breakfast and lunch on Wednesday and Thursday, July 31 and August 1.

REIMBURSEMENTS:
- Mileage reimbursement is ½ of the IRS rate and 0.02 cents per mile for each additional OEA member passenger, up to three passengers.

OEA Union School // 541.743.4145 // kaye.grensky@oregoned.org
WWW.OREGONED.ORG/SUMMERCONFERENCE
**PRE-CONFERENCE**

**TUESDAY, JULY 30**

**8:30-11:00AM**

**New Presidents’ Orientation**

**Level:** Foundational

**Description:**
This pre-session is for anyone newly elected to the role of president. Presidents may bring one other member of their leadership team if desired. Participants will be introduced to the role of presidents, how NEA and OEA support local leaders, and other topics generated by the participants.

**Classification/Center:** Leadership/Governance

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**10:30-11:30AM**

**Aspiring and Early Career Educators Pre-conference**

**Level:** Foundational (OEA members in the first 5 years of teaching and/or any OEA/NEA member in an educator prep program)

**Description:** Come a little early to summer conference to connect with others who are new or entering the profession. We will facilitate networking within the group and conversations about the course offerings to help you best navigate your time here. We hope to answer any questions you may have coming into this event.

**Classification/Center:** Aspiring and Early Career Educators

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**SESSION 1**

**1:00-2:30PM**

**1.1 Film Screening and Discussion of “Broken Treaties: An Oregon Experience”**

**Level:** All levels

**Description:** We’re all familiar with the stories of Pioneers, but what about the people who were here first? The film “Broken Treaties” introduces viewers to Oregon’s native tribes and explores a thread of the story that isn’t told well in Oregon history books. This session screens this important film and includes a facilitated discussion afterwards.

**Classification/Center:** Social Justice & Equity/Center for Great Public Schools

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**1.2 Quality Assessment Practices = Quality Instructional Practices**

**Level:** All levels (Designed for all OEA members but is NOT suggested for members who have attended CGPS assessment sessions in the past)

**Description:** Quality assessment is an ongoing and regular part of quality instruction that helps all students get a clear picture of where they are in their learning journey and empowers them to achieve personal and academic success. This session will provide an overview of those guiding principles, explore how they support quality teaching and learning, and provide participants with next steps to learn more.

**Classification/Center:** Professional Practice/Center for Great Public Schools
1.3 Foundations of Understanding Trauma’s Impact on Students

**Level:** Foundational (Designed for all members who work with students, including ESPs and community college faculty)

**Description:** Childhood trauma affects brain development in young children and impacts how students learn once they enter school and throughout their educational career. Participants will learn foundations of brain science and how it impacts students in classrooms, from kindergarten through higher education. Participants will practice a hands-on simulation to learn how early experiences have lasting effects on students, take back tools to try with the students you teach, and learn about ongoing opportunities through OEA to grow your skills in working with students from trauma.

**Classification/Center:** Professional Practice/Center for Great Public Schools

1.4 NEON: Activating Early Career Leaders

**Level:** Foundational (Designed for Early Career Educators and Leaders supporting them)

**Description:** This session provides the space for any early career educator who is looking to do more at the local or state level to connect with other like-minded folks, exchange ideas, and help develop what Oregon’s New Educator Outreach Network (NEON) program will look like. This session is designed to help the Early Career Educators Organizing (ECEO) committee get the NEON concept moving and provide a space for early career educators who have been told “you need to wait until you are off probation to get involved.”

**Classification/Center:** Leadership/Governance

1.5 How to Facilitate the Ideal New Hire Orientation

**Level:** All Levels (Designed for local leaders, leadership teams, teams designing new hire experiences for their local/council)

**Description:** A successful New Hire Orientation is a top priority for any successful local association. Come see our team model a New Hire Orientation and join us in an analysis of what you experienced. Gather ideas to take to your own local to improve and change your current practice.

**Classification/Center:** New Member Engagement/Organizing

1.6 Oregon Licensure for Teachers

**Level:** All levels (Designed for All educators licensed by TSPC; all educators interested in pursuing National Board Teacher Certification)

**Description:** This session explores the Oregon Licensure for Teachers Kit, co-developed by OEA’s Center for Great Public Schools and TSPC. Participants will get an overview of licensure rules, ask questions related to licensure, and learn about an Oregon program that provides incentives and support for educators to become Nationally Board-Certified Teachers. Educators with all levels of experience can access the resources and information at their level.

**Classification/Center:** Professional Practice/Center for Great Public Schools
1.7 Higher Education Classified (ESP): Bargaining Tools

**Level:** Foundational (Designed for Community Colleges Classified (ESP) members)

**Description:** Using tools and technology provided by staff, attendees will analyze their own contracts and the contracts of all other Community College Classified (ESP) members. Resulting material may be appended to the OEA Community College Almanac for public distribution or otherwise made available to Community College Classified (ESP) members to aid them in collective bargaining.

**Classification/Center:** Community Colleges/Center for Advocacy & Affiliate Services

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1.8 Effective ESP/Teacher Relationships

**Level:** Foundational (Designed for ESP members)

**Description:** Establishing a good working relationship between teachers and Education Support Professionals (ESPs) is a must for the success of our students. This session will provide strategies and examples for developing a positive working relationship between the adults who work with students each day, particularly ESP who regularly work in the classroom.

**Classification/Center:** ESP/Union School

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1.9 Engagement Hacks: Unlocking Student Motivation

**Level:** Foundational

**Description:** Disengagement has reached epidemic proportions, and it is often the result of failure to honor primary human psychological needs: autonomy, competence, and relatedness. Participants will learn how these needs are expressed and how to satisfy these needs in a system that unknowingly works to thwart them.

**Classification/Center:** Professional Development/Union School
SESSION 2

TUESDAY, JULY 30

3:00-5:00PM

2.1 Effective Labor Management Meeting

Level: Foundational to Intermediate (Designed for grievance advocates, local leaders – emphasis on presidents and building reps)

Description: This course will provide skills and tools to prepare, hold, and sustain a productive labor management relationship through regular meetings. Participants will be able to gather information, set Labor Management (LM) meeting agendas, learn effective techniques to navigate the meetings and achieve the desired outcome(s). Participants will have the opportunity to observe model LM conversations, learn about successful LM relationships, and practice a conversation and a meeting to gain a deeper understanding.

Classification/Center: Advocacy/Center for Advocacy & Affiliate Services

2.2 Using Your Bargaining Campaign to Secure Safe Learning Environments for All Students

Level: Intermediate (Designed for members interested in initiating a bargaining campaign; prior bargaining or organizing experience preferred)

Description: Educators across the state have been speaking out about the need to address disrupted learning in our schools. Explore ways to engage your community in the process of providing safe learning environment for everyone—and increase your power at the bargaining table at the same time. Your contract provides for your working conditions—and your working conditions are your students’ learning conditions. Everyone deserves a safe space to teach and learn.

Classification/Center: Bargaining/Center for Advocacy & Affiliate Services

2.3 Staff Resiliency and Wellness

Level: Foundational to Intermediate

Description: Coping with the effects of others’ trauma can be draining and can have lasting negative effects. It is not uncommon for educators who deal with traumatized students to develop their own symptoms of traumatic stress known as secondary trauma or compassion fatigue. In this session, learn about best practices in staff resiliency and wellness to help you and your colleagues maintain your own health and to guard against or heal from the effects of secondary trauma. This session will emphasize the science of resiliency, meaningful self-care, and opportunities for staff wellness support.

Classification/Center: Professional Practice/Center for Great Public Schools

2.4 Skill Building for a Powerful Fall

Level: All Levels (Designed for leaders and leadership teams, or training teams designing content for their locals/councils)

Description: Participants will receive an overview of the most vital skills and strategies for organizing in their local, including skills that your building reps may need this fall. As a leader, you will want to select which elements you want to include in your fall building rep trainings. Participants will spend time practicing and analyzing how to make the most effective ask in various union environments.

Classification/Center: New Member Engagement/Leadership, Organizing
2.5  Financial Basics for Locals:  How to Make Friends with the IRS and Budget Strategically  

Level: All Levels

Description: This workshop will walk treasurers and other representatives from locals through the basics of nonprofit fiduciary responsibilities including IRS filings, strategic budgeting, and the role of governance documents in guiding the budgeting process.

Classification/Center: Leadership/Governance

2.6  Transgender Oregon: Exploring Issues Faced by our Transgender Students & Educators  

Level: Foundational

Description: Participants will be exposed to the issues faced by transgender students and educators and learn how to better serve this marginalized population. Participants will explore pronoun usage, access to facilities, family and school acceptance, and the impact of federal government policies. Step into the experiences of navigating everyday life of a transgender person in today’s institutions and society. Brainstorm possible solutions for a more inclusive community and school.

Classification/Center: Social Justice & Equity/Center for Great Public Schools

2.7  College Budgets and Financial Audits  

Level: Foundational (Designed for Community College Classified (ESP) members)

Description: This course will focus on key issues impacting Community College ESP across the state, from identifying issues that impact all OEA ESP members to strategies designed to support specific classifications. Guidance will be given on suggested contract language, organizing and mobilization strategies, and ways to build solidarity at worksites and in the community. Suggested for bargaining team members who will be entering into negotiations during the 2018-2019 school year.

Classification/Center: Community Colleges/Center for Advocacy & Affiliate Services

2.8  Labor History 101: We All Got History  

Level: Foundational

Description: This workshop will introduce participants to the historical and contemporary roles of unions by identifying key social, historical, and political events that have affected workers, unions, and education policy over the past 100 years. It will highlight the complex ways in which class, race, gender, and ethnicity intersect throughout history.

Classification/Center: Labor Education/Union School

2.9  How Does Legislative Policy Impact Education?  

Level: Intermediate to Advanced

Description: In this course, we’ll provide an overview of how policy impacts education. Then participants will break into discussion groups to brainstorm key focus areas for future policy development. An overview of key areas will include: school choice, disrupted learning, educational governance, school finance, and revenue. This insight will be provided to OEA’s Legislative Advisory Committee (LAC) for further discussion and possible inclusion into the Legislative Objectives for the future legislative session.

Classification/Center: Government Relations/Center for Public Affairs
2.10 Instruction & Behavior Management Strategies for ESP

Level: Foundational (Designed for ESP members)

Description: High quality instruction and behavior management go hand in hand. It's hard to have one without the other. This session is designed for ESP members who work in the classroom and would like to learn strategies to positively support student engagement.

Classification/Center: ESP/Union School

SESSION 3

WEDNESDAY, JULY 31

9:00-4:30PM (ALL DAY)

3.1 Member Representation Skills

Level: Foundational (This course is intended as foundational learning, but members with an intermediate knowledge base will find this class valuable as well)

Description: Participants will learn representation skills to help members feel more comfortable, advocate more effectively in investigations, learn how to interview members, and prepare members for meetings. The focus will be on skill building and helping advocates develop a level of comfort with the various situations in which they find themselves.

Classification/Center: Advocacy/Center for Advocacy & Affiliate Services

3.2 Basic Bargaining

Level: Foundational

Description: The Basic Bargaining workshop is for all members and leaders interested in obtaining the fundamentals of collective bargaining under Oregon's Public Employee Collective Bargaining Act (PECBA). Members will learn the key elements of PECBA from when to commence bargaining, what to bring to the bargaining table, and how to engage your membership in the bargaining process from start to finish to achieve a satisfactory agreement with the employer.

Classification/Center: Bargaining/Center for Advocacy & Affiliate Services

3.3 Creating Positive Change for Students

Level: All Levels (Open to all OEA members from any job classification)

Description: In this all-day session, Center for Great Public Schools staff and OEA member leaders with expertise in planning for improvement will assist individuals or teams to lead education improvement organizing efforts. Participants will walk away with tools, processes, and a draft action plan to implement. Additionally, participants will receive coaching from OEA member leaders who have successfully led a variety of improvement efforts around the state.

To get the most of this session, participants are encouraged to identify a specific issue they hope to improve on. Issues could include: restorative justice policies, racial justice, member engagement, disrupted learning, SPED policy, shared leadership, student resilience, or other issues you believe will lead to improved student experiences. This session can accommodate individual members and teams of members.

Classification/Center: Professional Practice/Center for Great Public Schools
3.4 Leadership

Level: Foundational to Advanced

Description: This all-day session is intended for presidents and local leaders who will be developing and implementing plans for the beginning of the 2019-2020 school year. We will cover a range of important topics including effective new hire orientation best practices and engagement strategies, issue organizing, communications plan to respond to tough questions and use pivoting and bridging to stay on message, and an overview of the OEA Building Rep manual and supports.

Classification/Center: Leadership/Governance

3.5 Your Liberation and Mine: A Beginners Journey into Racial Equity in America

Level: Foundational

Description: If you are beginning this equity journey, you must first start with YOU in order to end with all of US together. Examine how individual, cultural, historical and institutional racism thrives and do a deep dive into what your experiences and education have been. The journey towards interrupting disparities and liberating the truth requires focusing on impact, inclusion and urgency. You will be engaged in journaling, sharing, modeling, examining, connecting and exploring personal, historical and collective myths and wisdom.

Classification/Center: Social Justice & Equity/Center for Great Public Schools

3.6 Race Equality in Education: Advanced Discourse 2 for Equity Champions Doing the Work

Level: Intermediate to Advanced (Designed for advanced equity champions)

Description: You have already begun the hard work of looking within and are familiar with basic vocabulary and terminology. This day-long session is meant to introduce deeper Discourse 2 skills and habits, strengthen and nurture your personal and collective equity skills, explore the whys and hows of affinity group work coupled with collective ally work, and introduce self-care and balance strategies for plowing the challenging path forward to an equal society. Pre-reading for this session will be required.

Classification/Center: Social Justice & Equity/Center for Great Public Schools

3.7 Red for Ed Activism

Level: Intermediate to Advanced

Description: This all-day session is designed for member skill-building, focusing on general political activism and potential OEA ballot measure campaign work. We will learn about policy using the legislative revenue plan as a case study, messaging using strategic communications for results, fundraising to build our PAC for political power, coalitions with a special emphasis on equity partnerships, and action techniques for organizing and mobilizing members.

Classification/Center: Government Relations/Center for Public Affairs, Organizing

3.8 Peer Conflict Resolution and Mediation Strategies

Level: Foundational to Intermediate

Description: Over the past 5 years the OEA Union School has supported members by providing training in both Peer Mediation and Conflict Resolution. This course will provide a refresher on the brain science of conflict, highlight conflict resolution and mediation strategies, and provide an overview of the developing OEA Peer Mediation Network.

Classification/Center: Advocacy/Union School
THURSDAY, AUGUST 1

9:00-10:00 AM

Team Planning Time
Work with your team at Summer Conference, or other members from your part of the state to incorporate your learnings into fall planning.

SESSION 4
10:15-12:15PM

4.1 Writing Complete and Durable Contract Language

**Level:** Intermediate (Designed for experienced bargaining team members)

**Description:** What do you do when you want to turn an innovative idea into a bargaining proposal, only to find that there is no model language for you to use? You write your own! In this workshop, you will learn how to analyze existing language from other collective bargaining agreements, select the best concepts, and use those concepts to craft proposals that best achieve your purposes. Practice in class and walk away with contract proposals to address disrupted learning issues in your school.

**Classification/Center:** Bargaining/Center for Advocacy & Affiliate Services

4.2 Advanced Advocacy: Guiding Members Through Performance Issues

**Level:** Advanced (K12 Leaders and Building Reps interested in performance advocacy issues).

**Description:** We will build on existing advocacy skills in the areas of evaluation, Plans of Assistance for Improvement (POAIs), non-renewals, and non-extensions.

**Classification/Center:** Advocacy/Center for Advocacy & Affiliate Services

4.3 Building and Nurturing a Local Affinity Group for Members of Color

**Level:** All Levels

**Description:** Has your local ever contemplated forming a local Affinity Group for members of color? Hear from OEA members who have formed these groups to find out how they have built and nurtured their own Affinity Groups. Inspect tools and topics that each local has used and brainstorm what opportunities and challenges exist for these groups to flourish. Learn more and get in on the ground floor with OEA’s initiative to sponsor Equity SPARKS around the state and student-led social justice initiatives.

**Classification/Centers:** Social Justice & Equity/Center for Great Public Schools

4.4 De-escalation Strategies for the Classroom

**Level:** Foundational (All educators (ESPs, early childhood, K-12, and community college faculty) who work directly with students of any age are encouraged to attend this session)

**Description:** Learn how to prevent a crisis before it even happens in your classroom. Led by members of OEA’s Special Education Task Force, this session will guide participants through evidence-based practices to de-escalate conflicts and behavior to maintain a positive learning environment for all students. Participants will learn and practice strategies they can apply in their classrooms immediately.

**Classification/Center:** Professional Practice/Center for Great Public Schools
4.5 Winning for Public Education: The 2019 Legislative Session

Level: Foundational to Advanced

Description: OEA’s lobby team will review wins and losses of the 2019 Session, with a focus on member involvement and next steps for future legislative initiatives and campaigns.

Classification/Center: Government Relations/Center for Public Affairs

4.6 OEA Aspiring Educators: How To Become Engaged as a Student Member!

Level: Foundational (Designed for Aspiring Educators)

Description: Come to this session to learn about the Aspiring Educator program and how you can become engaged in your union as a student member. Learn about opportunities for professional learning, advocating for education, community outreach, and social justice. Bring a team of aspiring educators from your campus or meet aspiring educators from around the state to work together on topics that are important to you as you enter the profession. Bring your ideas and questions!

Classification/Center: Aspiring Educators/Center for Great Public Schools

4.7 Bargaining for the Common Good in Higher Education

Level: Intermediate

Description: This course will provide an overview of the emerging and exciting topic of Bargaining for the Common Good, with a special emphasis on its role and application in public higher education.

Classification/Center: Community Colleges/Center for Advocacy & Affiliate Services

4.8 Using Social Media to Engage Your Members

Level: Intermediate to Advanced (Designed for leaders who have already started this work and is not a foundational course to establish a social media presence)

Description: This session is for local Communications chairs or leaders who are already using social media as an organizing tool to increase member engagement and want to further improve your local’s social media presence. Participants will gain strategies and techniques to harness the power of social media to improve their ability to advocate for students. Attendees will receive hands-on opportunities to create and refine their social media presence and plan.

Classification/Center: Communication/Center for Public Affairs

4.9 Introduction to PeaceJam

Level: Foundational

Description: PeaceJam is an international education organization led by 14 Nobel Peace Prize winners offering project-based community engagement models for young people. This workshop will offer hands-on activities, lesson plans, critical concepts and methods for integrating PeaceJam’s model into existing courses for elementary, middle, and high schools.

Classification/Center: Professional Development/Union School
UNITE! AGENDA AT A GLANCE

TUESDAY, JULY 30

8:30-11:00 a.m.
- New Presidents’ Orientation

9:00-11:30 a.m. — Registration

10:30-11:30 a.m.
- Aspiring and Early Career Educators Pre-conference

11:30-12:45 p.m. — Opening: Lunch/Welcome

1:00-2:30 p.m. — SESSION 1
- Course 1: Film Screening and Discussion of “Broken Treaties: An Oregon Experience”
- Course 2: Quality Assessment Practices=Quality Instructional Practices
- Course 3: Foundations of Understanding Trauma’s Impact on Students
- Course 4: NEON: Activating Early Career Leaders
- Course 5: How to Facilitate the Ideal New Hire Orientation
- Course 6: Oregon Licensure for Teachers
- Course 7: Higher Education Classified (ESP): Bargaining Tools
- Course 8: Effective ESP/Teacher Relationships
- Course 9: Engagement Hacks: Unlocking Student Motivation

2:30-3:00 p.m. - Transition

3:00-5:00 p.m. — SESSION 2
- Course 1: Effective Labor Management Meeting
- Course 2: Using Your Bargaining Campaign to Secure Safe Learning Environments for All
- Course 3: Staff Resiliency and Wellness
- Course 4: Skill Building for a Powerful Fall
- Course 5: Financial Basics for Locals: How to Make Friends with the IRS and Budget Strategically
- Course 6: Transgender Oregon: Exploring Issues Faced by our Transgender Students and Educators
- Course 7: College Budgets and Financial Audits
- Course 8: Labor History 101 – We All Got History
- Course 9: How Legislative Policy Impacts Education
- Course 10: Instruction & Behavior Management Strategies for ESP

5:30-6:00 p.m. — Happy Hour

6:00-6:30 p.m. — Dinner

6:30-8:00 p.m.
- Plenary/Keynote
WEDNESDAY, JULY 31

7:30-8:45 a.m. — Breakfast
Legislative Update starts at 8:20 a.m.

9:00-12:00 p.m. and 1:45-4:30 p.m. — SESSION 3
☐ Course 1: Member Representation Skills
☐ Course 2: Basic Bargaining
☐ Course 3: Creating Positive Change for Students
☐ Course 4: Leadership
☐ Course 5: Your Liberation and Mine: A Beginners’ Journey into Racial Equity in America
☐ Course 6: Race Equality in Education: Advanced Discourse 2 for Equity Champions
☐ Course 7: Red for Ed Activism
☐ Course 8: Introduction to OEA Peer Mediation Network

12:00-1:00 p.m. — Poster and Community Fair
Come join us to celebrate good work occurring in our schools, unions and communities at the OEA Poster and Community Fair! You will have the opportunity to learn about innovative ideas for the classroom and your union while meeting some of our community partners.

12:45-1:30 p.m. — Lunch

3:15-3:30 p.m. — Ice Cream Break

7:00-9:00 p.m. — OEA Foundation Guidebook Scavenger Hunt/Night on the Town

THURSDAY, AUGUST 1

7:45-8:30 a.m. — Breakfast

9:00-10:00 a.m.
☐ Team Planning Time

10:15-12:15 P.M. — SESSION 4
☐ Course 1: Writing Complete and Durable Contract Language
☐ Course 2: Advanced Advocacy - Guiding Members Through Performance Issues
☐ Course 3: Building and Nurturing a Local Affinity Group for Members of Color
☐ Course 4: De-escalation Strategies for the Classroom
☐ Course 5: Winning for Public Education: The 2019 Legislative Session
☐ Course 6: OEA Aspiring Educators: How to Become Engaged as a Student Member!
☐ Course 7: Bargaining for the Common Good in Higher Education
☐ Course 8: Using Social Media to Engage Your Members
☐ Course 9: Introduction to PeaceJam

12:30-2:00 p.m. — Lunch/Closing + Evaluation Raffle for Prize(s): Must be present to win!
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- Event Information
- Schedule
- Venue Map
- Poster Fair
- Exhibits/Vendors
- Handouts
- Evaluations
- Connect to social media
- Interactive Map of city with recommendations from conference planners
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