

AUGUST 5-6, 2019

Connecticut Education Association

SUMMER CONFERENCE

Mohegan Sun Earth Expo
and Sky Convention Centers



**STRONGER
TOGETHER**

Connecticut Education Association

SUMMER CONFERENCE

Mohegan Sun Earth Expo
and Sky Convention Centers

Registration

Participants may register at cea.org under Upcoming Events. You will need your membership ID to register. If you do not know your ID number, use the membership ID lookup option on CEA's website login page.

Attendance is FREE. Registration includes:

- All sessions
- Breakfast and lunch both days
- Networking event Monday night
- Overnight accommodations with another conference participant

You may register for either a one or two-day conference. Hotel accommodations are not included for one day registrations. Conference activities, including meals and any non-training activities, are open to registered participants only.

Registration closes on Wednesday, July 31, 2019.

Overnight accommodations

- Double occupancy with another Summer Conference participant is free. If you do not have a roommate, one will be assigned.
- Single occupancy: registrant pays their own overnight accommodation costs, \$204.70, including facility fee and taxes. Single rooms are limited and on a first-come, first-served basis.

Contacts

If you require special accommodations to fully participate in this conference, please contact CEA's Meeting Planner, Molly Ferguson at mollyf@cea.org or 860-725-6338.

Contact Mary Behrens with any workshop or registration questions or changes at maryb@cea.org or 860-725-6320.



KEYNOTE SPEAKER
Congresswoman and
2016 National Teacher
of the Year Jahana Hayes

Agenda

MONDAY

- 8:00am Registration and Continental Breakfast
- 9:00am Welcome and Keynote Speaker
- 10:15am ... Workshops and Mini-Sessions
- 12:15pm ... Lunch
- 1:30pm..... Workshops and Mini-Sessions
- 3:30pm..... Break
- 3:45pm Workshops and Mini-Sessions
- 5:45pm..... Day concludes/Dinner on own
- 8:00pm..... Networking Activities

TUESDAY

- 7:30am..... Breakfast
- 8:45am..... Workshops and Mini-Sessions
- 10:45 am... Break
- 11:00am.... Workshops and Mini-Sessions
- 1:00pm..... Lunch
- 2:15pm..... Workshops and Mini-Sessions
- 4:30pm..... Closing Session

SESSION OPTIONS

OPTION 1

Two-Day Workshops

Pick from one of the following. You must attend both days with no options for mini-sessions:

- **Beginning Negotiations**
- **Advanced Negotiations**
- **Foundations of Grievance Processing**
- **Advanced Grievance Processing**
- **Building Rep/Emerging Leaders**
- **Organizing for a Change**
- **New Presidents**

OPTION 2

Workshops with Mini-Session Options

The following workshops allow for limited mini session options:

- **A Teacher's Roadmap to Pension Planning and Retirement Security**
This is a two day workshop (August 5, 1:00-5:15 pm, and August 6, 9:00am-1:15 pm). See the chart on the next page for mini-sessions available before and after this workshop.
- **Building a More Powerful Union**
This is a one-day workshop on either day. Choose mini-sessions on alternate day from the chart on the next page.

OPTION 3

Mini-Sessions

Pick one session from each time slot to create your own custom agenda. See the chart on the next page.



CONFERENCE TRAINING OPTIONS

Option #1: Two-Day Workshops (Choose One)

August 5 10-12	August 5 1-3	August 5 3:15 -5:15	August 6 9-11:00	August 6 11:15-1:15	August 6 2:15-4:15
Beginning Negotiations					
Advanced Negotiations					
Foundations of Grievance Processing					
Advanced Grievance Processing					
Building Reps/Emerging Leaders					
Organizing for a Change					
New Presidents					

Option #2: Workshops with Mini-Session Options

August 5 10-12	August 5 1-3	August 5 3:15 -5:15	August 6 9-11:00	August 6 11:15-1:15	August 6 2:15-4:15
Mini Session Option See Below 10-12	A Teacher's Roadmap to Pension Planning and Retirement Security				Mini Session Option See Below 2:15 - 4:15
Building a More Powerful Union Pick from Mini Session Options below for Day 2			Building a More Powerful Union Pick Mini Session Options below for Day 1		

Option #3: Mini-Sessions (Pick one session from each time slot)

August 5 10-12	August 5 1-3	August 5 3:15 -5:15	August 6 9-11:00	August 6 11:15-1:15	August 6 2:15-4:15
DCF	Organizing Against the Workplace Bully			Teachers and the Law Part 1	Teachers and the Law Part 2
What Would You Do?	Express Yourself	Let Go of Your Stress	Let Go of Your Stress	Give Me a Break	What Would You Do?
Getting Your Message to Members and the Media 101	Getting Your Message to Members and the Media 201	Keep your Members in the Loop	Organizing Against the Workplace Bully		
Teacher to Teacher	Situational Scenarios	Citizen Lobbyist	Citizen Lobbyist		Teacher to Teacher
Strategies to Foster Social Emotional Well-Being in School			Cultural Competence in Lesson Planning	Using Improv to Enhance Your Practice	Teacher Evaluation: Common Problems and Potential Solutions
Understanding Behavior through Self Awareness	The State of Insurance		Understanding Behavior through Self Awareness	The State of Insurance	

OPTION 1: TWO-DAY WORKSHOPS

Beginning Negotiations

The target audience for this workshop is negotiators with no bargaining experience. This workshop covers the basics of bargaining: a review of the Teacher Negotiations Act, permissive vs. mandatory subjects of bargaining, forming bargaining teams, and using bargaining surveys. Work on costing salary, insurance, language proposals, and understanding salary schedules.

Advanced Negotiations

This workshop assumes prior experience in teacher contract negotiations. On the first day, best practices to develop a credible “theory of negotiations” for your local are explored. You learn how to research and present evidence that supports your theory; and how to activate your members and influence stakeholders to enhance your efforts at the bargaining table. Current public and private sector negotiations settlements and trends are explored with special presentations on health insurance, compensation, salary distributions, and language trends. A panel of Connecticut neutral arbitrators, mediators, and board/teacher advocates share their view of these trends.

On the second day, you engage in a simulated bargaining/mediation session. Examine a selected town’s actual data and information in the areas of language, insurance, and salary. Functioning under a strict timeline, you work with experienced teacher advocates, board advocates, and mediators as you attempt to arrive at a mediated settlement.

Foundations of Grievance Processing

You are a new grievance team member or have limited experience and want to know more about the fundamentals of grievance processing. Learn what a grievance is and the procedures for effective grievance filing and processing through all stages. This workshop provides a solid foundational overview of many important concepts and strategies to identify and address workplace issues through grievance advocacy and through exploration of alternative methods of resolution when an issue is not really a grievance. Several interactive exercises combined with practical exposure to topic based learning modules will broaden your knowledge of the most important grievance subjects and prepare you to become a successful grievance advocate.

Advanced Grievance Processing

This workshop provides immersion into the complexities of grievance processing at the board level and beyond. Work in teams on a series of detailed fact patterns learning to analyze, prepare, and present grievances as representatives for both union and management. Through the use of an interactive role-playing model, you and your advocacy teams prepare witnesses to provide testimony, learn the basics of cross examination, and gain insight into the application of case law, past practice, overcoming defective/ambiguous contract language, and more. You also garner important knowledge of



just cause defense in employee discipline and familiarity with settlement agreements to provide the skills needed to become an effective grievance advocate. This workshop is for those with previous experience in grievance processing.

Building Reps/Emerging Leaders

Building representatives and local leaders are the critical frontline protectors of the teaching profession. Members depend on them to listen, inform, and assist. If you are a new representative, a representative who wants to hone your skills, or a local officer, this interactive session is for you.

Learn to communicate with members, present information, advocate for members, deal with difficult administrators, and obtain CEA resources. Through case studies, simulation, and large and small group discussion, you learn how to run meetings efficiently, interpret contracts, and organize around hot topics.

Organizing for a Change

In this dynamic workshop, you learn how to

- Identify and articulate the issues most important to your members
- Find leaders among your colleagues and build effective worksite teams
- Plan and implement a successful organizing campaign

New Presidents

The “pinch” and “crunch” of being an elected leader is tough work. This workshop is designed for newer local presidents and their elected leadership teams. If you are an officer within the first two years of your term, this is a nuts-and-bolts, practical application of running a local on a day-to-day basis. This workshop covers organizing to be an effective leader, crisis management, communication, committee roles and function, and working efficiently with your UniServ representative. You role play an actual crisis and work in groups to solve problems. Samples of communication material are provided, and networking opportunities are available.

Register at cea.org

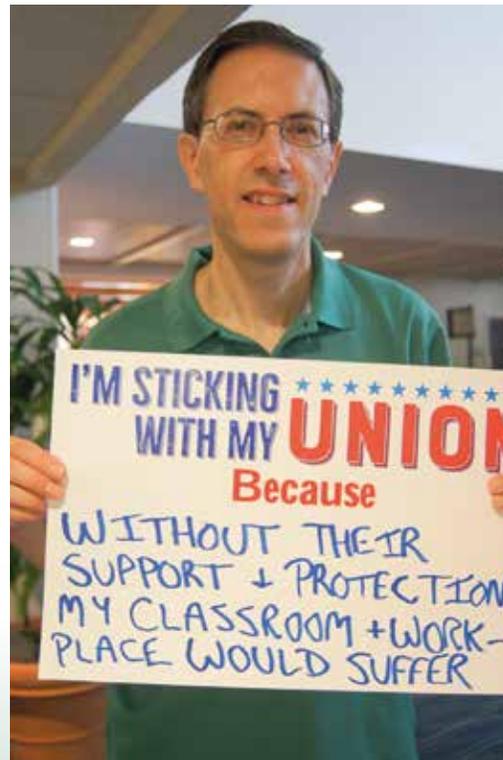
OPTION 2: WORKSHOPS WITH MINI-SESSION OPTIONS

Building a More Powerful Union

The most effective and powerful unions are well organized with active and informed members. Effective leaders build relationships with their own members and with those who influence decisions in the community to create power. In this interactive and practical organizing workshop, you learn real-world strategies to help make your local more powerful. You explore organizing success stories from around Connecticut; learn simple tactics to engage your members; and create easy to implement plans to take back to your local to make it more powerful and effective. While individuals are encouraged to attend, teams from locals are able to learn and work together to create plans to use in your local.

A Teacher's Roadmap to Pension Planning and Retirement Security

Whether you are an early-career teacher or a veteran, your future financial security depends on your ability to understand the State Teachers' Retirement System and social security benefits so that you can integrate your anticipated pension benefits into your overall financial picture. You also learn the importance of estate planning and how to be a more informed investor in the 403(b) arena.



Register at cea.org



OPTION 3: MINI-SESSIONS

DCF

CEA Member Legal Services will discuss mandated reporting, what to expect when you become the subject of a DCF investigation, and protective actions.

Situational Scenarios

CEA Member Legal Services will discuss examples of real cases, the issues raised, their outcome, and what the teacher could have done differently to avoid the situation.

Teachers and the Law Part 1

CEA Member Legal Services will present social media, First Amendment, and access to personal information in the workplace

Teachers and the Law Part 2

CEA Member Legal Services will present on teacher tenure, terminations, and workers' compensation.

What Would You Do?

Your UniServ Reps have seen it all. Arrests, television appearances, severed limbs, you name it, it happens. But what if you were the building rep? How would you handle the oddball situations that come up in the line of duty? Come to this interactive session detailing the tough cases that are bound to happen eventually.

Express Yourself

You're a unique individual. What do the unique aspects of your personality mean and how can you use that knowledge to be more effective in your teaching and union lives? Learn more about how the facets of your personality can help inform your actions daily.

Give Me a Break!

Sometimes you need time off, whether for medical reasons, spending time with your family, or a mental health break, but what are the rules? This session takes you through the dos and don'ts of taking leave in a variety of situations, from personal leave to sick leave to FMLA.

Let Go of Your Stress

Noisy classrooms, data collection, PPT, 504, team and faculty meetings, and, oh yeah, don't forget teaching. Ever feel like you're on a mental treadmill that is moving so fast that you don't have time to focus on or finish any one of the many demands placed on you? It's time to hit the reset button and slow it all down. Use tools such as meditation, mindfulness, and yoga to recapture your inner peace and clear your mind. Learn techniques that have existed for thousands of years to become more productive and mentally prepared to meet even the toughest challenges.

Organizing Against the Workplace Bully

Workplace bullying studies have consistently ranked education, after healthcare, as the field in which workplace bullying is most pervasive. This session covers identifying the administrator who is the workplace bully, supporting the target of workplace bullying, and developing and implementing organizing strategies to effectively confront the workplace bully. You gain a thorough understanding of the causes and effects of workplace bullying, as well the organizing tools by which you can help members and build a stronger association.

Understanding Behavior through Self Awareness

This session introduces you to internal feedback loops and levels of perception that drive your behavior. Awareness helps change the behaviors that frustrate you. By understanding



OPTION 3: MINI-SESSIONS, continued

your behavior—what drives you and why you do what you do—you can better understand the behaviors of your students, colleagues, and loved ones.

The State of Insurance

There is a lot happening with health insurance in Connecticut, and national dialogue about private insurance versus a Medicare for All model. This session shows the patterns of health insurance of CEA groups, the status of the Affordable Care Act, national trends, and the politics of Medicare for All.

Getting Your Message to Members and the Media 101

Have you ever been approached by a reporter and frozen up? Put your mind at ease with tips and tricks for communicating effectively with the media. Learn how to respond to reporters' questions, stay on message, and be a strong spokesperson for your union and your profession.

Getting Your Message to Members and the Media 201

(201 is a continuation of 101. You MUST register for 101 to enroll in 201.) Apply lessons from the 101 session with exercises that give you the opportunity to experience what it's like to be in front of a camera. Get feedback from your fellow teachers and CEA Communications staff to improve your messaging skills and on-camera performance.

Keeping Your Members in the Loop

What's the best way to get information out to members about what your local association is doing? There are more channels than ever for communicating with members. How do you decide which communication methods to use to reach the most people? How do you improve the odds that members will read your messages and take action when needed? Learn the basics for setting up a local association website and social media accounts—as well as best practices for email and printed newsletters—from CEA Communications staff.

Citizen Lobbyist

How does it all work? How does an idea become a law? What is lobbying? How can you influence lawmakers?

Lobbying is not as scary as you think—you know more about your profession than any legislator will ever know. Learn about the process from real life lawmakers. Hear what works and what doesn't in this interactive session.

Teacher to Teacher

Teachers are powerful when they work together for change. In 2018, over 400 teachers and retirees talked to their colleagues and helped elect pro-education and pro-teacher candidates. Find out how Teacher-to-Teacher (T2T) volunteers made a difference by discussing issues important to teachers and motivating them to make informed choices on Election Day. Get the inside view of state and local government and get comfortable with techniques to interact with your colleagues and public officials. Learn what strategies work to build power locally and statewide.

Strategies to Foster Social Emotional Well-Being in School

Students need more than just academic skills to be successful and happy; they also require an array of social-emotional skills, behaviors, and attributes to help them navigate the challenges of life. Students who experience trauma, poverty, hunger, anxiety, or bullying are unlikely to perform well academically without emotional support and coping skills. Learn what school districts across Connecticut and the country are doing to promote the social-emotional health of all students. Identify strategies that can be easily adapted to suit the unique circumstances of the students in your school or district.

Teacher Evaluation: Common Problems and Potential Solutions

While teacher evaluation plans vary from one district to the next, problems related to how these plans are implemented are common across the state. From lack of mutual agreement on goals and indicators to inconsistency among evaluators, teachers are often left feeling frustrated, overburdened, and powerless. This session focuses on the ten most common evaluation problems in the state, along with suggestions for short- and long-term solutions to these problems. You are encouraged to bring your district's educator evaluation plan. Leave with at least one possible improvement to the plan or a solution to an evaluation problem in your district.



Cultural Competence in Lesson Planning

Cultural competence involves awareness and understanding about cultural diversity in your classroom, school, and community. This session helps you become an even more culturally competent educator by learning about and working to end racial and cultural bias, being open to norms that are different from your own, and helping students and families feel comfortable in school.

Using Improv to Enhance Your Practice

Improvisation and the use of theater games can enhance teachers' and students' performance, boost creativity, and lower anxiety. They can also be fun tools to enhance skills or lessons you're already delivering. You learn the basics of improvisational theater and experiment with theater games that are suitable for circle time, can be adapted for various grade levels and subject areas, and can take the place of traditional team-building activities or icebreakers. Comfortable clothing and footwear are recommended.