



It's TIME to
USE OUR
OUTSIDE
VOICES

2018 OEA Statewide BARGAINING, ORGANIZING AND ADVOCACY Conference

SAVE THE DATE!

2018 OEA Bargaining, Organizing and Advocacy Conference

October 5-6, 2018

Riverhouse on the Deschutes
Bend, Oregon

Join us this Fall! OEA's statewide conference is designed to meet the needs of building reps, organizers and bargainers — from novice to experienced.

Bargainers will explore many economic, community, workload, member protection, and educational improvement issues through a bargaining lens. Organizers will explore strategies to partner with communities over bargaining demands—particularly non-mandatory subjects related to the Common Good — such as restorative justice, institutional racism, and poverty.

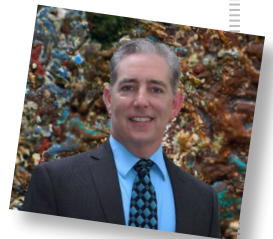
More Info: www.oregoned.org/boaconference

FEATURED KEYNOTE

Friday, Oct. 5 • 7-9 p.m.

Dan St. Romain

Dan is a national educational consultant who provides staff development and specialized assistance to K-12 educators. Dan is passionate about helping educators shift their perspective on behavior, understanding the best ways to support changes, given the challenges posed in today's classroom. He also regularly presents on school climate, brain-based instruction, developmentally appropriate educational practices and presentation skills. He is passionate about the connectedness between educational practices and student behavior.



COURSE OFFERINGS

Bargaining for the Common Good

This Workshop will explore “Bargaining for the Common Good” (BCG) – an innovative organizing strategy that embraces open bargaining with expansive member participation, increases engagement with parent and community partners, and includes a social justice, student based agenda.

Building Rep 1: Basics

Description: This training is an introduction to your new role as a building rep. We will discuss the four hats you will wear: organizer, communicator, advocate, problem-solver. Participants will receive a copy of the OEA Building Rep Manual, learn the foundations of being a building rep, and their questions answered.

Building Rep 2: Union Building (Advanced)

The Advanced Advocacy course is designed for local leaders and/or building reps who wants to be ready to take the reins when one of your members is in trouble and escalation is eminent. You will learn how to be proactive in an investigatory meeting, take charge of a grievance meeting, and learn tools and tactics for driving toward settlement and resolution.

Coordinated Bargaining Goals (Advanced)

Participants will discuss, at their tables, various bargaining proposals that could strengthen protections, reduce workload, and engage the community. Each table will try to reach consensus on one to three proposals to include in their initial proposals. Afterward, we will attempt to reach full-room consensus on one proposal that everyone will strive to include in their final agreements.

Don't Go There: Avoiding Power Struggles

Even the most rational people get into power struggles from time to time. In this active session, participants will gain a better understanding of how power struggles occur, and learn the best strategies for avoiding them. This information is applicable PK through adulthood on all levels.

Organizing Around the Bargain

Your bargaining team represents the voice of your members, but your organizing team is the STRENGTH. Using the new OEA Bargaining Campaign Manual, participants will learn how to empower their bargaining team through a bargaining campaign that unites their members and the community. By the end of the session, participants will have created an initial concrete plan to support their negotiations.

Trauma Informed Practices: Adverse Childhood Experiences Study

This session is the official Adverse Childhood Experiences Study presentation from ACE Interface. The curriculum was authored by Dr. Robert Anda and Laura Porter who trained and certified Dr. Todd Bloomquist in this information. This session will cover the neuroscience, epigenetics, ACE Study, and resilience aspects related to understanding how adversity changes human development as well as how we adapt to our environments. ACES play an important part not only in learning, but in the overall quality of one's entire life.

Teaching Skills and Breaking Habits

Educators continually struggle with ways to deal with student behavior. As times change, so must our strategies. In this training, participants will discuss the pros and cons of various popular interventions and learn how to change behavior by focusing on discipline as an opportunity to teach skills and break habits. This session is applicable for elementary educators, PK-5th grade.

SPEAK UP! How to interrupt Micro Aggressions

In this interactive session, you will be given models and tools to interrupt micro-aggressions in many different contextual settings. You will also have an opportunity to craft and practice interruptions that feel natural to you and define your boundaries.

Improving Teaching Condition by Taking Action to Improve Worksite Issues

Description: This workshop explores how taking collective action can improve teaching and learning conditions at the worksite level. Participants will learn to identify effective organizing issues, build majority support, understand leverage, and create effective messages.

Unpacking Bias

Designed for all members who are committed to addressing incidents of bias and prejudice surrounding conduct, speech, or expressions, with additional learning on bias surrounding sexual orientation and gender identity. This session teaches school personnel how to create a safe school climate for students and staff. Participants will explore their own cultures and implicit biases, and dive deeper into how those implicit biases affect our interactions with students.

Building Capacity for a Trauma Informed School or District

How do you change a school culture? We know that childhood trauma changes the way that the brain develops and can significantly impact a person's quality of life. Unfortunately, school environments can also be a traumatic place for students. The truth about the brain science is that we feel first, then we think. Creating a safe and positive school environment is vital to student success. However, creating capacity for a staff to change can be difficult. This session will focus on how to create a climate for this kind of change.

Analyzing and Bargaining Over K12 District Revenues

How much extra money will your District have to spend in the next few years? You don't need to trust your district to give you the truth – you can estimate it on your own, using documents provided by the Oregon Department of Education. This training will show you where to find the documents, help you analyze them, and assist you in preparing an economic offer based on your analysis. All documents that you need will be provided. Laptops recommended.

Pluralism to Replace Privilege and Power

We live in a structurally racist society that protects and maintains privilege and power and often our exposure to equity is focused on helping people grapple with their internalization of that phenomena. What if we focus instead on pluralism, what it looks like for those who actually live it and what it could look like for our society and schools?