

Professional Development & Organizational Training at MSTA

Welcome to MSTA's 2008-2009 Professional Development and Organizational Training, your guide to workshops that address topics important to your work in Maryland's public schools and to your participation in your Association at the local, state and national levels.

The Maryland State Teachers Association (MSTA) is dedicated to your professional life. We want to give you and MSTA's other 70,000-plus members the support you need to do your job well.

As our Association grows and changes, our mission remains focused on the issues that are important to you: school quality, student achievement, professional development opportunities, and Association involvement.

The first half of this guide introduces "on-demand" workshops that MSTA will bring to your Local Association to better serve your needs. Local leaders are encouraged to work with MSTA's staff to create trainings on topics not listed or to customize existing workshops so that they target questions of specific concern in your county, school, or workplace. Some listings may denote "regional" training, an option that will allow Locals to network and interface with each other.

The second half of the booklet offers a list, by month, of our regularly scheduled training events and the staff person to contact for additional information. Some of the listed training events are conducted by NEA.

*Are you interested in trainings or workshops not listed in this guide?
Contact your Local Association President or MSTA UniServ Director.*

Be sure to visit MSTA OnLine, www.mstanea.org, and sign up for MSTA's weekly e-newsletter FrontLine for updates on professional development and organizational training.

On-Demand Professional Development and Organizational Training Opportunities

= Professional Development Training Opportunities

☆ = Organizational Training Opportunities

In addition to scheduled professional development and organizational training listed in the second part of this booklet, MSTA offers many programs and trainings that can be customized to meet the needs, schedules or locations of our Local Affiliates. These programs are listed below according to the MSTA Center (department) that provides them. UniServ Directors, on behalf of the local presidents and members, are invited to telephone the appropriate staff contact person at MSTA Headquarters for additional information about these trainings.

MSTA Center for Affiliates and Advocacy: On-Demand

The Center for Affiliates and Advocacy (CAA) includes your UniServ Director and a group of trainers and experts at MSTA Headquarters. These people are committed to your success and career opportunities in Maryland's public schools.

CAA's On-Demand trainings are organized into four focus areas: Bargaining, School Quality, Personal/Organizational Development, and Diversity Training

Bargaining Workshops On-Demand

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650
unless otherwise noted

☆ **Why? Just Cause! An Overview of Just Cause for Discipline & Disciplinary Procedures**

Learn about "just cause" and disciplinary procedures by looking at the basic principles that determine the fairness of discipline. In ruling on the fairness of discipline for offenses such as insubordination, misconduct, absenteeism or poor work performance, arbitrators must look beyond the guilt of the workers. They must examine the employer's work rules and the nature of the punishment itself.

☆ **Absenteeism, Tardiness and Insubordination: Crossing the Line**

Who draws the line between the employee's right to employment security and the employer's right to expect a reasonable degree of job attendance, conformity to policies/procedures, and obedience? This workshop examines the balancing act that creates the line and what happens if you cross it.

☆ **MISCONDUCT: Go To Your Room!**

Employees are expected to follow the employer's work rules, as long as they are legal and not contrary to the health and safety of the employees. That sounds easy, but what impact do these rules have on your private life, away from school property? What if you use a school computer for personal business and e-mail before or after school? What happens if a seemingly innocent practical joke gets out of hand? How much control does your employer really have over your life? Find the answers to these questions, and more!

☆ **Interest-Based Bargaining**

An interest-based strategy focuses on issues (not personalities), interests (not positions), and uses reason (not power) to make decisions. This strategy helps individuals and groups identify issues; decide what is important about the issue; find a solution satisfactory to all concerned parties; and determine how to implement the solution.

Contact: Malethia Armstrong, 800/448-MSTA, ext. 3653

School Quality Workshops On-Demand

Contact: Pat Alexander, 800/448-MSTA, ext. 3610
unless otherwise noted

RECIPE FOR SUCCESS: KEY INGREDIENTS

Step 1: Closing the Achievement Gaps

In this workshop participants will learn about the latest research, strategies, resources and best practices that locals can use to help members and schools to close the achievement gaps. Success stories from other NEA local and state affiliates will be shared.

Step 2: NEA KEYS 2.0 Survey and Data Analysis

Your school can sign up to take the KEYS 2.0 Survey online. This unique instrument provides schools an opportunity to look at their strengths and weaknesses to begin the process of continuous school improvement. KEYS encourages the involvement of the entire school community (teachers, support staff, parents, administrators, students, central office staff, the business community, and religious and fraternal organizations). This survey can also be completed in hard copy and is available in Spanish and English.

Step 3: BEST— Building Educational Success Together

BEST is a powerful school improvement process that members and stakeholders utilize following the KEYS Data Analysis to create a vision for success. The training is based on the premise that all stakeholders must be involved in building a collaborative and positive school culture to help students succeed academically and to close the achievement gaps. Schools select three modules that are aligned with their goals:

- ◆ Vision Setting
- ◆ Systems Thinking/Systems Changing Game
- ◆ Optimizing Communications
- ◆ Group Decision-Making
- ◆ Baldrige Basics
- ◆ Quality Tools

- ◆ Action Research
- ◆ Connections
- ◆ Teacher Leadership
- ◆ Group Skills
- ◆ Cognitive Coaching
- ◆ Individualized Facilitation

Step 4: C.A.R.E.: CULTURE, ABILITY, RESILIENCE, and EFFORT

Participants will examine the research-based, classroom-proven strategies to improve teaching and learning and find ways to close the achievement gaps in culturally diverse schools by applying the C.A.R.E. theme to the four cornerstones of school decision making: school organization; curriculum, instruction and assessment; staff development; and community, family and school engagement.

Step 5: I CAN DO IT! (ICDI) Classroom Management Program

Find out about the nationally recognized classroom management system for teachers and paraprofessionals who have less than five years experience. Learn how to create a smooth classroom flow with improved student discipline and participation.

Step 6: The Role of ESP in Closing the Achievement Gaps

ESP members play a critical role in closing the achievement gaps. They are a vital link to students' cultures, their families and their communities. In this workshop ESP will identify strategies and tools that can be used to support the work of closing the gaps.

Step 7: Convention Workshops – See October 2008

Step 8: National Board Certified Teachers

National Board Certification is a nationally recognized, advanced, voluntary certification for teachers that have rigorous standards and assessments for what accomplished teachers should know and be able to do. Stipends are offered by the Maryland State Department of Education and local school districts for those who achieve certification.

OTHER SCHOOL QUALITY ON-DEMAND WORKSHOPS: **Mega Skills**

Classroom educators learn how to help students develop strong study skills, good work habits, and self-discipline through the Mega Skills approach.

 **Family-School-Community Partnerships**

State-of-the-art practices and strategies for building family-school-community partnerships will enable participants in this workshop to build local connections and encourage parent and community involvement in the process of public education. (Meets a requirement for schools under NCLB.)

 **Power and Respect for ESP**

Education Support Professionals will learn to recognize the importance of their contribution to public schools, develop stronger communication skills, achieve strong job evaluations, organize around issues, and much more. Attend this session and come away with a powerful realization of the importance of the work you do and how to share this knowledge with others.

 **Making MSDE Professional Standards Work for You**

Familiarity with the Maryland State Department of Education's (MSDE) Professional Development Standards will give you the knowledge, skills and tools to make the most of the professional development training you receive.

Contact: Jan Erskine, 800/448-MSTA, ext. 3645

 **Flirting or Hurting, Bully Proof, and Quit It!**

Educators learn to implement programs that successfully address bullying and harassment in schools. Based on the NEA teaching guides Flirting or Hurting (grades 6-12), Bully Proof (grades 4 and 5), and Quit It (grades K-3), these programs offer flexible, educationally sound, and age-appropriate techniques and lesson plans to calm the tension in any classroom.

Contact: Malethia Armstrong, 800/448-MSTA, ext. 3653

 **PRAXIS/ PARAPRO Test Prep**

Contact MSTa for a list of statewide/local affiliate resources and locations that provide assistance and training sessions for either test.

Contact: Jan Erskine, 800/448-MSTA, ext. 3645
Pat Alexander, 800/448-MSTA, ext. 3610

 **New Teacher Induction & High-Quality Mentoring Guidelines**

You will gain up-to-date ideas and strategies for supporting new teachers. High quality teacher induction and mentoring programs are crucial to teacher retention.

Contact: Jan Erskine, 800/448-MSTA, ext. 3645

Personal & Organizational Development Workshops On-Demand

 **The Vital Link: The New Generation**

MSTA representatives and building-level contacts increase their personal and Association communication and organizing skills in a fast-paced, interactive atmosphere. The entire Vital Link course encompasses several one-hour sessions; however, Local Affiliates can pick and choose the program topics that address their members' specific needs. Each session offers the latest information about the featured topic, hands-on practice, and an opportunity to share experiences.

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

 **Women's Health Issues**

MSTA's Project REACH trainers and staff, in cooperation with the NEA Health Information Network, examine healthful behaviors and attitudes, focusing on early diagnosis of breast and cervical cancer as well as other health risks that affect women. Topics can be adapted to Local Association concerns.

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

☆  **Understanding *The Four Agreements* for Successful Association Relationships: An Overview**

This personal growth opportunity for all members of the education profession will increase self-awareness, improve communication skills, heighten recognition of diverse cultural perspectives, and strengthen your ability to engage members and advocate for your profession.

Contact: Malethia Armstrong, 800/448-MSTA, ext. 3653

 **Pre-Retirement Seminar**

MSTA-RETIRED sponsors pre-retirement seminars to assist our members in planning for their retirement. The seminar covers the state pension benefits, Social Security, taxation of your retirement income, and benefits available to NEA and MST A retired members.

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

☆  **Sparks!**

Do you ever feel like you're "the only one" going through the perils of being new to your career? Well, you're not alone—you just need a little Spark!

If you have fewer than six years of professional experience, this workshop is designed for you! You will discover what your Association is all about, make positive connections with an unbeatable support network, and learn skills that will help you in your job.

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

 **Intergenerational Mentoring Project: Mentor Training**

MSTA-RETIRED and MST A-STUDENT PROGRAM, working together in an NEA pilot project, will discover how experienced educators can become a vast and vital resource for novice educators. Collaboration between our retired and student members promises a brighter future for Maryland's students. Mentor training is a first step in sharing your knowledge and experience! Any Local Association with a nearby MST A Student Program campus can request team training. MENTORS MUST BE WILLING TO MAKE A ONE-YEAR TIME COMMITMENT.

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

Diversity Workshops, Presented by NEA's Human & Civil Rights Department, On-Demand

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

 **1. Using Diversity as a Learning Improvement Tool (2 hrs)**

Awareness and understanding of the value of diversity can foster respect and cooperation among diverse groups. Participants examine how cultural, generational, and social differences affect behavior and relationships in the classroom and in organizational settings.

 **2. Understanding Diversity (2 hrs)**

Participants will be introduced to an interactive process that will help them to better understand the language and imagery of diversity in light of the changing demographics of American society and the importance of diversity to NEA's history and philosophy. Participants will also define diversity and explore the primary and secondary dimensions of diversity, the attitudes they can spawn, and the infinite ways that people are different.

 **3. Developing Cultural Identity (2 hrs)**

Socialization is the process through which people learn about themselves, others, and the world. Explore the intricate nature of the socialization process. Through the use of a model developed by Kate Kirkham, participants will examine how we learn about our own culture and the cultures of others. Interactive exercises will help participants to better understand how the values, beliefs and self-concepts they harbor affect the way they think, behave, and make assumptions about people who are different. Participants also will learn how the absence of information, the silent teacher, can contribute to assumptions, even bigotry, about the status and entitlement of people who are different.



4. Reacting to Differences (2 hrs)

We value people who are different based on what we know or believe to be true about them. As a consequence, the treatment that we extend to others is rooted in our perceptions, values, and beliefs about them and their entitlements. Such treatment often results in the emergence of privileged and oppressed groups, or more simply put in a relevant workshop exercise, the creation of “insiders” and “outsiders.” A video is also used to trigger critical thinking about prejudice, power and entitlement. The “Hot Buttons” activity will help participants to identify words and actions that trigger anger or annoyance. Many of these triggers will be stereotypical; others will be subtle. Participants will be guided through a discussion of how they respond to their “hot buttons” being pushed and how they would like to respond in the future.



5. Valuing Diversity (2 hrs)

Participants examine and discuss how we can gain “diversity competence,” individually and organizationally, as we move along a continuum toward fully accepting diversity. Participants discuss how achieving diversity competence requires us to examine communication patterns and processes among diverse individuals and groups. Finally, this session allows participants to examine how diversity work fits into their own goals and goals of their association, their school, and/or their district, and to develop a plan for maximizing the impact of their diversity work.



6. Our Diverse Community: Living, Working, and Learning Together—A Diversity Module for Education Support Professionals (5 hrs)

When we effectively address the diversity that exists among ESP, other education professionals, and students, we create a better working/learning environment. This workshop is especially tailored to be relevant to the everyday experiences of a broad range of education support professionals.

Each of these diversity trainings is available, individually, to Local Affiliates upon request. They can be adapted for presentation in your county or at MSTA.

MSTA Center For Legal Affairs: On-Demand

Contact: Susan W. Russell, Esq., 800/448-MSTA, ext. 3667
unless otherwise noted



Legal Rights of Prospective Teachers

Student teacher groups or college classes of prospective teachers will benefit from this workshop. The presentation can be tailored to the needs of the audience and includes legal issues of which students should be aware when they enter the teaching profession, as well as an update on non-tenured teachers’ rights and responsibilities.



How to Plan and Conduct a Local Affiliate Election

This training will help Local Affiliate nominating committees to plan and conduct internal Local elections. It will be most beneficial early in the year, before Local governance bodies have acted on an election schedule or election rules.



Legal Rights and Responsibilities for Affiliate Boards of Directors

This training advises Local Affiliate Boards of Directors of their legal rights and responsibilities and their fiduciary responsibilities. This is particularly helpful to new board members and to affiliates whose boards are experiencing difficulties. The content of this training can be tailored to address current Local issues.



Legal Rights and Responsibilities for Teachers and/or ESP

This training is tailored to the needs of the Local and can address current legal issues or concerns, such as handling child abuse investigations. The presentation can be made countywide, to a specific school or group of schools, or to a particular segment of membership, such as high school teachers or school bus drivers.



Local Affiliate Legal Training

This presentation, provided upon request, can be tailored to the needs of the Local Affiliate, or can simply include general training of the representative assembly delegates’ general legal rights and responsibilities.

MSTA Center For Public Affairs: On-Demand

☆ Campaign Organizing and Electoral Skills

Five topics, organized to meet your Local needs! Learn the how-to of government relations from MSTa and NEA staff and national consultants.

1. How to Elect Your Own Boss (*Participating In School Board Elections*).

Learn the ins and outs of board elections—from recruiting to fundraising to campaign planning. Get the tools not only for electing board candidates but also for evaluating board candidates for recommendation.

2. Can You Hear Me? (*Contacting Voters*)

People listen and learn differently. Learn the best way to communicate, and ensure that people are getting your message through mail, blogging, text messaging, emails, and radio.

3. Talking to the Right People (*Voter Targeting*)

Not everyone is receptive to your message. Learn how to find the ones that are.

4. Now It's Your Turn! (*Running For Office*)

After helping so many others seek elected office, it might be time to think about running yourself. Learn how to plan, target, raise funds, and recruit volunteers.

5. No Permanent Friends, No Permanent Enemies (*Lobbying Basics*)

A constituent is the best person to talk to a legislator. Lobbying 101 will help build your confidence and add to your effectiveness.

Each of these trainings is available, individually, to Local Affiliates upon request. They can be adapted for presentation in your county or at MSTa.

Contact: Diana Saquella, 800/448-MSTa, ext. 3632

☆ Media Relations Training

Make media interviews work for your Local and for MSTa. Good media relations don't just happen—they're developed using the skills covered in this course. The training focuses on message development, tried and tested techniques for defusing negative stories, and methods for developing positive relationships with local and state media. You will test your new skills with on-camera interviews followed by group input. This workshop can be customized to address the needs of your Local.

Contact: Debra Garner, 800/448-MSTa, ext. 3644

☆ Public Relations Workshop

This workshop is tailored to address the specific issues facing Local Associations. Participants will identify key contact persons within community organizations, develop a message to use in the community, and design Local Association activities to communicate the message to the targeted audience.

Contact: Debra Garner, 800/448-MSTa, ext. 3644

Scheduled Trainings

 = Professional Development Training Opportunities

☆ = Organizational Training Opportunities

In addition to the “On-Demand” workshops already described, MSTA members can rely on an array of pre-scheduled professional development and organizational training opportunities. These trainings and workshops are listed below, chronologically. For information about registering to attend, overnight accommodations (*if needed*), and cost (*if applicable*), please visit *MSTA Online*, www.mstanea.org, or call the referenced Contact Person.

Timely reminders about these opportunities, as well as any changes in the date or location, will frequently be posted in *ActionLine* and *FrontLine*. This information will also be available on *MSTA Online*, www.mstanea.org.

SEPTEMBER 2008

☆ Local Officers’ Network, Series I

All Local Affiliate officers—newly elected and incumbents—are invited to the year’s first in a series of informal evenings designed for sharing ideas and having fun. By networking with other officers from across Maryland, you can build and nurture relationships that will be helpful in your local endeavors and in our common mission to improve the school community.

Join in this opportunity to get to know your peers. Communications and relationships are vital as we move forward in support of MSTA and NEA’s *Great Public Schools* agenda.

When: Wednesday, September 24, 2008

Where: MSTA Headquarters, Annapolis

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

OCTOBER 2008

☆ New Officers Advance! Part 2

Newly-elected Local officers who attended Part 1 of this training in July are invited to continue their discovery of the Association and gain a clear understanding of:

- ◆ Membership campaigns
- ◆ Grant writing to support the Local program
- ◆ PAC-based legislative activities
- ◆ Legal responsibilities
- ◆ School quality
- ◆ Bargaining issues and strategies
- ◆ Advocacy communications
- ◆ Member engagement

Local officers who missed Part 1 of this training in July, or officers who need a refresher on the topics listed above, are encouraged to join us. Gain the courage to take new paths, make wise decisions, and embrace the challenges of effective leadership in the Association and the broader school community.

When: Friday & Saturday, October 10-11, 2008

Where: Berkshire Marriott, Towson

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

☆ MSTA Minority Affairs Committee (MAC) Chairpersons

Training & Issue Partnerships

Participants will develop effective strategies for recruiting members from diverse groups and preparing them to organize around education concerns and school policy issues through Association involvement. Participants discover how Minority Affairs Committees can build and sustain relationships to complement Association programs while building strength and unity within the Local Association. Create a Local action plan to support the strategic objectives outlined by the MSTA MAC and discover how to identify Local needs and program targets.

All Local MAC chairpersons are encouraged to participate.

When: Saturday, October 11, 2008

Where: Berkshire Marriott, Towson

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

☆ Women's Leadership Training of Trainers

Take a leadership role in your local by becoming a member of the Women's Leadership Training cadre. This workshop will give you the tools and techniques to succeed!

When: Friday & Saturday, October 10-12, 2008

Where: TBA

Contact: Malethia Armstrong, 800-448-MSTA, ext. 3653

Visit *MSTA OnLine*, www.mstanea.org, for updated information about this event!

☆ MSTA Convention 2008 and Representative Assembly

Mark your calendar now and plan to attend MSTA's premier Professional Development and Networking event!

- ◆ More than 50 workshops
- ◆ Education Trade Exhibition
- ◆ Health Fair

MSTA 2008 Convention Professional Development Workshops

Always relevant to the changing educational environment, appropriate for all grade levels and all education employees, the 50-plus convention workshops spotlight proven best practices. They are scheduled all day Friday and on Saturday morning. There is no better professional development available to Maryland educators and the price is right—*no charge to attend*.

These workshops are open to educators, parents, administrators, and interested members of the general public. When you register at the General Registration Booth, you will receive a badge that admits you to all the workshops and exhibits.

Visit *MSTA OnLine*, www.mstanea.org for MSTA Convention 2008 workshop descriptions, brief biographies of each presenter, the workshop schedule, and contact information for Ocean City hotels offering a discount to MSTA convention attendees

When: Friday & Saturday, October 17-18, 2008

Where: Roland E. Powell Convention Center, Ocean City

Contact: Jan Erskine, 800/448-MSTA, ext. 3645

☆ Pre-Retirement Workshop

Planning to retire? This MSTA Convention 2008 workshop highlights the many options and opportunities to consider in developing a realistic plan for retirement. Learn about the state pension benefits, Social Security, taxation of your retirement income, and benefits available to NEA and MSTA-Retired members.

When: Friday, October 17, 2008, 1–3 pm

Where: Convention Center, Room 213

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

☆ MSTA-Retired Annual Reception

Retired members of MSTA are invited to attend this opportunity to catch up on MSTA-R activities and news from the MSTA-Retired Advisory Council, network with your peers, and become involved in issues that affect you.

When: Friday, October 17, 2008, 4:30–6 pm

Where: Convention Center, Room 213

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

☆ MSTA Student Leadership Conference

Student members are encouraged to attend this annual event, an exciting opportunity to network, socialize and compare notes with students from around Maryland.

When: Friday, October 17, 2008, 11:30 am – 2:30 pm

Where: Convention Center, Room M204

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

NOVEMBER 2008

☆ MSTA State Committee Chair Workshop

Attention State Committee Chairs: Thank you for accepting this vital leadership role! Let us give you a running start on chairing an effective committee. This workshop reviews the roles and responsibilities you have undertaken. The MSTA Staff and Board Liaisons to your committee will be on hand as you discover ways to keep your committee vibrant, resourceful, and efficient.

When: Saturday, November 1, 2008

Where: MSTA Headquarters, Annapolis

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

✎ Local IPD Committee Workshop

Locals learn how to develop an effective committee that will meet members' Professional Development needs and promote member participation in:

- ◆ Convention workshops
- ◆ Support of National Board Certification candidates
- ◆ *I Can Do It!* sessions for new teachers
- ◆ Pushing school districts to provide professional development that meets MSDE standards and member needs
- ◆ Taking the lead in quality induction and mentoring programs
- ◆ Local utilization of MSTA's BEST: Building Educational Success Together
- ◆ Finding ways to implement best practices in curriculum development, instruction and assessment, and eliminating achievement gaps

When: November 22, 2008

Where: TBA

Contact: Jan Erskine, 800/448-MSTA, ext. 3645

DECEMBER 2008

☆ ✎ Personal & Professional Decision-Making Skills (PPDMS)

PPDMS facilitators will guide members through a process of personal and professional self discovery that considers:

- ◆ Learning personal leadership skills
- ◆ What do you value?
- ◆ Where are you, really?
- ◆ How can you lead yourself?
- ◆ How do you get there?
- ◆ Putting It all together

When: Friday & Saturday, December 5-6, 2008

Where: Berkshire Marriott, Towson

Contact: Malethia Armstrong, 800/448-MSTA, ext. 3653

Visit MSTA OnLine, www.mstanea.org, for updated information about this event!

☆ Minority Leadership Seminar: Building Leadership Skills

Learn to identify and target unique leadership roles within the Association. Self-assessment tools will help you determine your leadership preferences, your diversity awareness, and your time-management style. In addition to becoming aware of the issues affecting minority involvement and representation in the Association, you will explore the influence of the ATA and NEA merger on that involvement. This training is an opportunity to build relationships and make connections that will help you meet your goals for involvement.

When: Friday & Saturday, December 5-6, 2008

Where: Berkshire Marriott, Towson

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

JANUARY 2009

☆ Martin Luther King, Jr., Breakfast Observance

Join MSTA in commemorating the life and legacy of Dr. Martin Luther King, Jr. The 2008 Minority Recognition Awards will be presented during the breakfast celebration. A keynote speaker will provide thoughtful commentary on an aspect of Dr. King's work as it relates to contemporary issues.

When: Saturday, January 17, 2009

Where: Martins Crosswinds, Greenbelt

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

☆ NEA Mid-Atlantic Minority Leadership Training

Minority leaders will network to develop strategies and foster leadership initiatives to address local, regional and national ethnic and minority concerns.

When: Thursday & Friday, January 22-23, 2009

Where: Charlotte, NC

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

☆ NEA Mid-Atlantic Regional Conference

Mid-Atlantic affiliate leaders will focus on leadership, organizational and professional development, and the impact of national political policy on education concerns.

When: Friday to Sunday, January 23-25, 2009

Where: Charlotte, NC

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

☆ Personal Assessment Leadership Skills (PALS)

Explore your natural leadership abilities and discover yourself in the process. This two-day workshop is an opportunity to learn about the many Association roles available to members, and to evaluate your potential to become an Association leader through the examination of:

- ◆ Effective communication
- ◆ Stress management
- ◆ Time management
- ◆ Decision making
- ◆ Action planning
- ◆ Building self-esteem
- ◆ Assertive behavior

When: Friday & Saturday, January 30-31, 2009

Where: Burkshire Marriott, Towson

Contact: Malethia Armstrong, 800/448-MSTA, ext. 3653

FEBRUARY 2009

☆ ESP Professional Development Day

This one-day conference is a unique opportunity to gather with other ESP groups from across Maryland to:

- ◆ Learn techniques for handling the challenges you face each day
- ◆ Share experiences
- ◆ Socialize and make new friends
- ◆ Discover how important you are to MSTA's success

Mark your calendar now. The second annual conference for ESP members is an experience you deserve.

When: Saturday, February 28, 2009

Where: Maritime Institute, Linthicum

Contact: Jackie Harris, 800/448-MSTA, ext. 3652

MARCH 2009

☆ NEA Education Support Professionals Conference

ESP National Conference is a great opportunity for ESP members to develop new skills and learn more about relevant, important issues. Workshops will empower ESP members with the skills and information they need to assist with closing the achievement gaps, organizing, building stronger locals, promoting membership recruitment, enhancing professional development and student achievement, and establishing strong internal and external relationships.

When: Wednesday-Friday, March 11-12, 2009 *Pre-Conference Workshops*
Friday-Sunday, March 13-15, 2009 *Conference*

Where: Doubletree Inn at the Entrance to Universal Orlando, FL

Contact: Shannon Nephew, NEA 202/833-4000

☆ Group Processing Skills

Participants will improve their skills in listening, attending, and responding to member needs; they will set inclusive organizational goals to develop relevant programs. These skills can also be used in the classroom and in everyday life.

When: Friday & Saturday, March 12-13, 2009

Where: Harbortowne Resort, St. Michaels

Contact: Malethia Armstrong, 800/448-MSTA, ext. 3653

APRIL 2009

☆ Emerging Leaders Academy, Part 2

Participants who completed the extended learning assignments of ELA, Part 1, are invited to join the second-level training to explore the mechanics of membership promotion, recruitment, and member engagement. Roleplaying, one-on-one recruitment techniques, how to design and orchestrate an effective membership campaign, and how to take advantage of the Association's data resources to ensure the success of your efforts are a few of the highlights of this training.

If you completed ELA, Part 1, you won't want to miss ELA, Part 2!

When: Friday & Saturday, April 17-18, 2009

Where: Harbortowne Resort, St. Michaels

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

☆ Local Officers' Network, Series II

Local Association officers are invited to a relaxed evening of conversation and networking. This series is an opportunity for Local officers to learn from the successful individual and collective strategies of their peers.

When: Tuesday, April 7, 2009

Where: MSTA Headquarters, Annapolis

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

☆ MSTA Annual Membership Workshop

MSTA will sponsor two members from each Local Association to attend the annual Membership Workshop. Additional members are welcomed to participate at the expense of the Local Association.

Local Associations interested in applying for a MSTA membership grant must send two (2) member representatives to this workshop, which is open to all Local Association officers, membership chairpersons, membership committee members, Association representatives, and boards of directors. Attendees must be interested in nurturing members' interest in Local Association and MSTA activities. Participants will learn fundamental and advanced components of:

- ◆ Implementing a member recruitment and retention campaign
- ◆ Using MSTA and NEA Member Benefits to recruit members by adding value to membership and the Local Association
- ◆ How to create and publish local newsletters and other print media

When: TBA

Where: TBA

Contact: Jackie Harris, 800/448-MSTA, ext. 3652

Visit MSTA OnLine, www.mstanea.org, for updated information about this training!

☆ Student Leadership Training

MSTA'S student members are encouraged to participate in this workshop, designed to develop an action plan to promote chapter development and build leadership skills. Held in conjunction with MSTA's annual membership workshop, this training will be a valuable experience for student leaders and students who want to become leaders.

When: TBA

Where: TBA

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

Visit MSTA OnLine, www.mstanea.org, for updated information about this training!

JUNE 2009

☆ NEA Student Leadership Conference

Student leaders learn skills to aid in student chapter development as well as training that will help them to become Association leaders and organizers.

When: TBA

Where: San Diego, CA

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

Visit MSTA OnLine, www.mstanea.org, for updated information about this event!

☆ NEA Joint Conference on the Concerns of Minorities and Women

Issues affecting minorities and women are explored through workshops, panel discussions, and interactive programs. Participants learn how to organize around public education issues and develop the leadership skills necessary to foster inclusive community and school partnerships.

When: Saturday & Sunday, June 28–29, 2009

Where: San Diego, CA

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

Visit MSTA OnLine, www.mstanea.org, for updated information about this event!

☆ NEA-Retired Annual Conference

Meetings, panels, workshops, and breakout sessions give retired educators an opportunity to discuss the issues and discover answers.

When: Friday–Monday, June 26–29, 2009

Where: San Diego, CA

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

JULY 2009

☆ NEA Convention 2009: Annual Meeting & Representative Assembly

When: Wednesday–Monday, July 1–6, 2009

Where: San Diego, CA

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

Visit MSTA OnLine, www.mstanea.org, for updated information about this event!

2009 Summer Training Series

New Officers Advance!

Newly-elected Local officers are urged to become acquainted with the Association's mission and goals, structure, programs, and resources by attending this workshop, which is Part 1 of two. Strengthen your communication, networking, leadership, and organizational skills, and gain the confidence that comes from a clear understanding of:

- ◆ Parliamentary procedures
- ◆ Officers' financial responsibilities
- ◆ Associations' strategic plans & program development
- ◆ Reviewing/drafting local affiliate bylaws
- ◆ Staff and governance relationships
- ◆ Media relations and communications training

This two-and-a-half-day workshop is the first step in leading your Local into the future with the confidence you need to effectively manage changes that have an impact on the Association and the broader school community. Part 2 will be offered in the fall.

When: Monday–Wednesday, July 13–15, 2009

Where: Berkshire Marriott, Towson

Contact: Herman S. Whitter, 800/448-MSTA, ext. 3650

Emerging Leaders Academy: Generation VI

This three-day program introduces future Association leaders to the basics of organizing and advocacy in schools and Local Associations, and the Association's role in the professional lives of its members. By building individual skills and team awareness, these leaders will develop enthusiasm for continuing growth and development.

When: Tuesday–Thursday, July 14–16, 2009

Where: Berkshire Marriott, Towson

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

☆ **Leadership & Organizational Development Institute
(LODI) Part 1 & 2**

This two-day experience will give local teams the organizational development skills and savvy needed to turn up the volume on the collective voice of members. Learn to build an effective organization, identify strengths, diagnose challenges, and successfully implement change strategies and solutions.

Teams are encouraged to attend.

When: Wednesday & Thursday, July 22-23, 2009

Where: Harbortowne Resort & Conference Center, St. Michaels

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

 **Teaching and Learning: Professional Development Institute**

MSTA is devoted to helping you successfully address classroom/workplace challenges. Our professional development workshops will expose you to the latest strategies and techniques to create positive and effective learning experiences for your students. These two-day workshops provide learning opportunities for growth and development in various instructional and professional development topics.

When: Wednesday & Thursday, July 29-30, 2009

Where: Rocky Gap Resort & Conference Center, Cumberland

Contact: Debra A. Nixon, 800/448-MSTA, ext. 3658

MSTA MISSION STATEMENT

*The Maryland State Teachers Association dedicates itself to
advancing high-quality, universal free education built
on quality teaching, high student expectations and a genuine
opportunity to learn for each student; building a
unified education profession with a powerful voice for the
rights, professional interests, and working conditions of
educational employees; and working to enhance the rights of
labor and human and civil rights for all.*

