

Reimagining the CEA Retreat Plan

[Resources](#) (links to many CEA documents and notes of conversations)

The CEA will hold a two day retreat September 25/26

Invitees: Officers, EBoard, SAC, PAC, EOCC, Negotiating, Ed Collabs, Data Team, Health and Safety, Social Media, Membership, other emerging CEA leaders

Number of attendees: 50 +?

Planning Process:

- Kyrk Morris will help plan and run the Circles (He helped run EC Circles)
- Angie UyHam will help plan the design activities
- Any other members interested in helping design and plan can also join
- We will meet monthly with anyone interested to gather feedback on the plan
- 2-3 members will lead/facilitate each working group

Goals:

Reimagine the CEA to be

1. More inclusive for members and leaders
2. Connected across the CEA
3. Better aligned with our [Mission](#)

More Inclusive for members and leaders means:

1. Focusing on leadership development of historically underrepresented groups.
2. Consider alternatives to Robert's Rules
3. Executive Board Reps Training - better aligned with adult learning practices, differentiated and ongoing
4. Continue to Improve Executive Board Meetings to be more effective

Connected across the CEA means:

1. All members have access to what is happening
2. Committees know what other committees are doing to allow for collaboration

Aligned with our mission means:

1. Revise Leadership structure
 - a. Officer level
 - b. Executive Board level
 - c. Committee structure and communication expectations
2. Revise Bylaws to allow for these changes

List of Working Groups

Aspiration:

- Each working group will address racism, misogyny, and leadership development for underrepresented groups: EOC, women, members from smaller units (Clerks, Substitutes and Paraprofessionals)
 - Each group will have specific deliverables including proposed bylaws changes, policies/expectations and guiding documents
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- [Group 1](#) Executive Board Meetings and Decision Making (Sam, Solana, Robyn)
 - Consider alternatives to Robert's Rules
 - Continue to Improve Executive Board Meetings to be more effective
 - [Group 2](#) Executive Board Representative Training, Mentoring (Banke, Julie, Adaline):
 - Executive Board Reps Training - better aligned with adult learning practices, differentiated and ongoing
 - Schedule for training topics for the year
 - Rep Mentoring Program Design
 - [Group 3](#) Officers Level Structure (Yemisi, Bobby, Mary Elizabeth):
 - Ideas for Revise Leadership structure for Officer level
 - Focusing on leadership development of historically underrepresented groups.
 - [Group 4](#) Executive Board Structure and Representation (Stephanie, Teresa, Toni):
 - Ideas for Revise Leadership structure for Executive Board level
 - Focusing on leadership development of historically underrepresented groups.
 - [Group 5](#) CEA Committee [Structure](#) and Communication Expectations (Sarah, Heba, Liza):
 - Ideas for Revise Leadership structure for Committee structure and communication expectations
 - Committees know what other committees are doing to allow for collaboration
 - All members have access to what is happening

Agenda:

Friday (9/24)

Optional Activities

Saturday (9/25) * Set up 8:00am

BREAKFAST (Set up 8:30)

- **9:00: Introductions, Community Considerations, Team Building** (Sarah, Kyrk, Adaline, Dan)
GOAL: Find the Common Thread + Low-Tech Social Network
PLAN: Movement + Games
NEEDS: 4 Easels, markers or colored pencils for decorating avatar, yarn
- **10:00: Social Justice in Educators Unions** (Bob, Stephanie, Jill, Sarah (tech))
GOAL: Set context of social justice unionism
PLAN: Short intro to social justice unionism, then two breakout rooms (see page 5)
NEEDS: post its

11:15 BREAK

- **11:30 CEA Structure Review + Alignment** (Dan + Sarah)
GOAL: Have folks become more familiar with the CEA Structure
PLAN: Game
NEEDS: Copies of the CEA Handbook and CEA Annual Report
- **11:45 Working Groups Introduction** (Banke + Dan)
GOAL: Intro the Working Groups
PLAN:
 1. Community considerations reminder, Connecting to Labor 101 (Dan)
 2. Facilitators of each group will intro their topic - 1 min each
 3. Interactive walk - put post its up with your thoughts for each group (Banke)
(What are your ideas for re-imagining the CEA? What changes would you like to see? What is working, what is not working?)
 4. Fill out top 3 choices on post it (Dan)
(What speaks to you + new faces + school on back)
- [Group 1](#) Executive Board Meetings and Decision Making (Sam, Solana, Robyn)
- [Group 2](#) Executive Board Representative Training, Mentoring (Banke, Julie, Adaline):
- [Group 3](#) Officers Level Structure (Yemisi, Bobby, Mary Elizabeth):
- [Group 4](#) Executive Board Structure and Representation (Stephanie, Teresa, Toni):
- [Group 5](#) CEA Committee [Structure](#) and Communication Expectations (Sarah, Heba, Liza):

NEEDS: Chart paper + Post Its + Markers/Pens, Parking lot poster!

12:30 LUNCH (Announcement: Eating Outside/Alternative, Bathrooms/Hand Sanitizer, Stairs/Elevators-Toni)

- **1:15: Circle:** (Kyrk)
GOAL: Social Justice Connection
[PLAN](#): How do we better address racism and misogyny in CEA and beyond + emerging topics?
NEEDS:
- **2:15 Working Groups in Breakout Rooms** (Angie: Guided by facilitators + Snack Announcement)
GOAL: [WHY](#)
PLAN:
 - Icebreaker and Group Introduction
 - Working Group Purpose + Discussion
 (Goals, Re-explain structure, Look at Post-Its for commonalities)
 - Ground ourselves in learnings from other unions and possible structures
 (Read a few short common texts together; Be ready to share pluses (+), challenges (^) questions (?) + what you are excited about (!)
NEEDS: Common texts (Stephanie & Mary Elizabeth will look through Social Justice & Unions book; Sam will do internet digging; mindful of public-sector union laws, Planning team add any additional resource)
*Chart Paper, markers, post its
- [Group 1](#) Executive Board Meetings and Decision Making (Sam, Solana, Robyn)
- [Group 2](#) Executive Board Representative Training, Mentoring (Banke, Julie, Adaline):
- [Group 3](#) Officers Level Structure (Yemisi, Bobby, Mary Elizabeth):
- [Group 4](#) Executive Board Structure and Representation (Stephanie, Teresa, Toni):
- [Group 5](#) CEA Committee [Structure](#) and Communication Expectations (Sarah, Heba, Liza):
 - Member: Isun, Sarah BR, Liza, Heba, Laurie, Janet, Marissa
 - [Group 5 Proposal](#)

3:00 SNACKS AVAILABLE

- **4:15 Working Groups Initial Share Out/Feedback** (Banke + Toni)
GOAL: Share initial thinking and gather feedback
PLAN: Gallery Walk
NEEDS: Post its, pens, + Identify 2 hosts per chart
- **4:45 Final Reflection** (Dan + Isun)
GOAL: Reflect on the day, solidify learnings
PLAN: Quiet write
NEEDS: Booklet, pens, announcement for evening gathering. Remind people to bring their booklets back on Sunday.

DINNER

- **5:00 Optional Evening Activities TBD**

Sunday (9/26): Outdoors *Set up 9:30am

10:00 COFFEE/TEA/DRINKS

- **10:15 Connections** (Angie, Isun)
GOAL: Reconnect after yesterday's work
PLAN:
Take out your writings and doodles from the end of the day reflection yesterday, remind yourself what you wrote/drew, think about two people you didn't get to talk with yesterday
Create a group of three to share your thoughts. (Make sure at least two were at the retreat Saturday)
*If you were here yesterday: connect, listen, learn + ask questions.
NEEDS: Booklets
- **10:30 Bylaws Close Reading** (Dan, Officers)
GOAL: Prepare folks to write proposed amendments
PLAN: [Bylaws Bingo Game](#)
NEEDS: Copies of the bylaws, Bingo Sheets

11:00 BRUNCH

- **12:00 Working Groups** (Angie: Guided by facilitators/Take break when needed)
GOAL: Each group will have specific deliverables including ideas for proposed bylaws changes, policies/expectations and guiding documents
PLAN: [FACILITATION TEMPLATE](#)
NEEDS: 5 Easels, Chart Paper, markers, post its
- **1:30 Share out (20 min), Reflection (50 min Circle), Next Steps (20 min)** (Kyrk, Dan, Angie)
GOAL: Share out, look for connections across the groups, Action Steps
PLAN: Each group will share for 3 minute (Angie)
Full group Circle reflection (Kyrk)
Next steps (Dan)
SHARE OUTS:
 - [Group 1 Planning Doc](#)
 - [Group 2](#)
 - [Group 3 Proposal](#)
 - [Group 4 Proposal](#)
 - [Group 5 Proposal](#)

*Optional museum visit before 10am and after 3pm.

NEEDS:

Agendas

X Booklets (Jill)

X Bylaws

X CEA Handbook

X Annual report

X Readings

X Bingo cards

X Structure graphic

X Name tags

Hand sanitizer

5 extra computers (Sarah)

X String/Yarn

WB Post its

WB 4x6 index cards

WB Pens

WB Markers

WB Chart paper

X Tape

X Clipboards

X Sign holders

X Masks

Run of show #2 • CEA social justice unionism workshop • Bob Peterson • September 25, 2021

Time	Running time	Actual ET time	Topic	Details
5	5	10:00 – 10:05	Brief personal Introduction Goals for workshop Structure of workshop	<p>Goals: briefly examine the history, theory, practice, and challenges of SJ teacher unionism and to address issue relevant toe CEA</p> <p>Structure: Brief presentation/a few questions First small group/ debrief Second small group/debrief Rap up whole group</p> <p>Note: Small groups will start with 3 minute silent write and then 15 minutes of table discussion on a specific CEA challenge. Since there will be lots dialogue built into the rest of the conference we will concentrate on small group discussions and your own personal reflections that we'll do as quick writes before and immediately after the two small groups.</p>
15	20	10:05 – 10:20	Presentation on SJU	
5	25	10:20-10 :25	Questions on main presentation (2 max?)	

5	30	10:25-10:30	Intro to first small group discussion. 3 minute self-write -	Question #1: What structural changes might be made to the CEA to 1) enhance participation of people of color and historically underrepresented members of the union at school, and district union levels? 2) increase parent/community/student participation in school and community activities/campaigns?
15	45	10:30-10:45	Small group 1	
2	47	10:45-10:47	Quick reflection – write down on aha or idea that you liked in the small group	First write it on the paper that you originally wrote your thoughts and then on a post it note (that you will put on the wall, later.
5	52	10:47-10:52	Intro to 2nd small groups discussion. 3 minute self-write -	Question #2: What structural and/or programmatic changes can be made in the CEA to increase awareness of social justice issues among all members and to increase/improve the teaching of anti-racism, and social and climate justice in our classrooms?
15	67	10:52-11:07	Small group #2	
2	69	11:07-11:09	Quick reflection – write down an aha or idea that you liked in the small group	Quick silent write
6	75	11:09-11:15	final comments	