

Activism Credit Options 2023-2024

HOW DOES ONE GET CSEA ACTIVISM CREDIT?

CSEA has a goal of increasing and enhancing our leadership, presence and effectiveness in our buildings and community for 2023-2024. Active members are able to receive (1), (2), or (3) hours of increment or recertification credit for professional development through Association work that both demonstrates and promotes the value of CSEA to members, our fellow educators, and our community. There are several ways to get credit, but you must think it through in advance.

You do important work that advances the organization and profession, and you deserve commensurate advancement credit for that work. To receive credit for the 2023-2024 year, you must register and identify your credit pathway **by October 16th**. Registration can be done at the **August-September-October AR meetings**, which all members can attend, or by arrangement. You can also email President Joe Schott (jschott@coloradoea.org) with your proposal for credit so that he can follow up with you. Please bring to the CSEA office or AR Meeting a **check payable to School District 11** in order to register properly. Recertification credit is free. One hour of increment credit is \$50; two hours are \$80; three hours are \$110.

A (1) hour increment/recertification credit requires an accumulation of 15 hours of project work; a (2) hour credit requires an accumulation of 30 hours of project work and a (3) hour credit requires an accumulation of 45 hours of project work. There are several pathways to gathering credit for Association work, all of which require documentation of hours.

Pathway #1 – Traditional Path for AR Credit (2 credits)	Pathway #2 - Self Designed Member Pathway (1-3 credits)
GOAL: Leading at your school	GOAL: Deliberately creating a larger presence of CSEA in the school or community.
Attend ALL regular AR business meetings (option to make up no more than 1 meeting) including Kickoff. (= 9 hours)	<i>Plan elements require prior agreement with President of CSEA. Possible <u>Ideas</u> include:</i>
Support New Teacher Orientation program or similar activity (e.g. CSEA committee work, coordinating event like Octoberfest) that engages new staff and/or develops relationships with returning members. (est. 2 hours)	Help develop and attend CSEA meetings in regions, levels, or areas with respective Board member. [e.g. Chautauqua for CSEA peer learning, mentorship and dialogue in the Coronado region]
Update and maintain an accurate list of members in the building and return the list to CSEA each month. (est. 2 hours)	Work collaboratively with a CSEA Board Representative (Region, Level, or Exec officer) on a project to benefit CSEA. (Arrange with them ahead of time!)

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Lead at least one meeting per month at your building where attendance is taken and a meeting agenda is sent in advance (<i>est. 4.5 hours</i>)	Represent and advocate for CSEA in our community: represent teachers in your PTA; share teacher stories at your church or Rec League (start a CSEA team?); be Political Party liaison.
Engage in a standing meeting with your principal/administrative team to discuss issues and observations in the building (<i>est. 4.5 hours</i>)	Become a “local” journalist by taking pictures and providing quality submissions to our communications, website, or other outreach ideas.
Work to ensure CSEA elections are fair and well communicated (<i>est. 1 hour</i>)	Engage your building to ensure teachers participate in our democratic functions like attending meetings and sharing communications. Join or form a teacher advocacy group; speak and act publicly on behalf of CSEA and teachers.
Attend 3 BOE meetings (<i>est. 12 hours</i>)	Additional ideas are available at CSEA.

Our goals are enhanced activism, power, agency, solidarity, justice and professionalism on behalf of CSEA. In other words, you are working to build the exposure and brand of CSEA and demonstrating our value is not an afterthought; it is purposeful and intentional. We want to connect your professional work with our community and develop deeper relationships.

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Traditional Pathway Record Sheet for Credit
Use this sheet to keep track of activities during the year. Mark all that apply.

Name: _____ School: _____

1. AR Kick-off ☐
2. New Teacher Orientation ☐
3. Attendance at Contract Ratification or TA Information Meeting ☐
4. Attendance at AR meetings (1 hour per meeting):

August	<input type="checkbox"/>	September	<input type="checkbox"/>	October	<input type="checkbox"/>
November	<input type="checkbox"/>	December	<input type="checkbox"/>	January	<input type="checkbox"/>
February	<input type="checkbox"/>	March	<input type="checkbox"/>	April	<input type="checkbox"/>
May	<input type="checkbox"/>				

5. Building Attendance Log for each monthly meeting:

August	<input type="checkbox"/>	September	<input type="checkbox"/>	October	<input type="checkbox"/>
November	<input type="checkbox"/>	December	<input type="checkbox"/>	January	<input type="checkbox"/>
February	<input type="checkbox"/>	March	<input type="checkbox"/>	April	<input type="checkbox"/>
May	<input type="checkbox"/>				

6. a. BOE/BOD meeting: _____

Meeting date(s): _____

- b. CSEA/District Committee: _____

Meeting date(s): _____

- c. CSEA Committee: _____

Meeting dates: _____

7. Delegate Assembly: _____

8. Representative Assembly: _____

9. Sounding Board Participation: _____

10. Contact Log: _____

11. Work with administrator: _____

12. Other, please explain: _____

Signature

Date

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Alternative Pathway – Self Design to be completed by active member:

Examples and Ideas for Activism Credit 2023-2024

Building power, relationships, and presence need not be a one size fits all approach. Below, you will see some ideas and options that others have used, we have devised, or seen in other locals. These options are samplings, not an exhaustive list.

- 1. 100% attendance at AR meetings (4:30 - 5:45).** See CSEA calendar for meeting dates. **Business meetings, with the exception of AR Kickoff, will be 1 hour long.** Your signature by your own hand is required on the attendance roster sheet. We know you have other obligations. You may **make up no more than one (1)** AR meeting by attending or arranging with a group of members in your building to attend a "special event" during the year and bringing colleagues from your building with you. We will announce the special events (bargaining opening, or a special BOE meeting, e.g.), in plenty of time for you to make arrangements. At the event, you will receive a signature sheet which you must sign to receive make up credit;
- 2. New Teacher Orientation Support Team.** Participate in the New Teacher Orientation session scheduled for Tuesday, August 8th Sign-in sheets will be available;
- 3. Hold a monthly meeting at your school** to discuss issues with teachers in your building, perhaps what you learned and discussed at that month's AR meeting. Have teachers fill in the attendance sheet and submit via pony to CSEA monthly;
- 4. Attend the Contract Ratification Meeting or TA Information Meeting;**
- 5. Attend three (3) Board of Education meetings from start to finish.** There will be an attendance sheet at the meeting you must sign to receive credit;
- 6. Hold regular meetings with your building administration** "to discuss procedures for improvement of the school program and policies." (Article III.F.1)
- 7. Work with your building administrator** to schedule and host a Master Agreement training session in your building, or participate in the Evaluation training (Article XII.B);
- 8. Complete a contact log** showing personal contact with each individual teacher in the building regarding Association business;
- 9. Assist in organizing a campaign/special interest group** (phone banking, BOE election, Bond election, **Chair a committee** such as American Education Week, etc.) Signature sheets will be available for the committee/event or other documentation may apply. Submit a written report detailing the committees activities or event that may be included in a newsletter;

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- 10. Participating on a joint CSEA/District committee.** You must fill out a volunteer sheet and submit to CSEA. Signature sheets will be available from the chair for attendance and documentation of participation;
- 11. Participate actively with 100% attendance on a CSEA committee.** You must fill out a volunteer sheet and submit to CSEA. Signature sheets will be available from the chair for attendance and documentation of participation.
(Membership, Organizing, Political Action, Evaluation, etc.);
- 12. Become a Delegate to CEA Delegate Assembly.** You must run for election and be elected, attend a pre-Assembly meeting, attend the Assembly (meeting the requirements of attendance), report on your experience in a way that may be included in a member communication, and clear your financial voucher (if this applies);
- 13. Become a Delegate to NEA Representative Assembly.** You must run for election and be elected, attend the Assembly- meeting the requirements of attendance, clear your financial voucher (if this applies), and write an article;
- 14. Sounding Board Participation or other such activity.** Attend all meetings and submit a written report detailing the activity that may be included in a member communication;
- 15. Organize and lead a Building Action Team (BAT)** that includes a member devoted to membership development, rights advocacy, political action, community outreach liaison.
- 16. Participate in a CSEA committee, cadre, or sounding board.** Examples include:
 - a. Peer Mediation Team
 - b. Membership Development
 - c. Equity Council
 - d. Read Across America
 - e. Social Outreach
 - f. Grievance advocacy
 - g. Bargaining Support Team
 - h. Political Action
 - i. Lobby Days/Roundtables
- 17. Organize a group of members to attend a CSEA social gathering, BOE meeting, bargaining session, canvassing event, and/or lobby day**
- 18. Develop and maintain a CSEA/CSESPA Information Board for Teachers and ESP**
- 19. Additional projects may be available with prior approval.**