

LEADING OUR PROFESSIONS



Advocates for professional learning, professional quality and social diversity inside our professions and promotes our union's role in advancing education transformation, student learning, and equitable access to opportunities.⁷

| Competency Theme | Level 1: Foundational | Level 2: Mobilizing and Power Building | Level 3: Agenda Driving |
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| Supports professional excellence and builds capacity for continual improvement and learning to ensure the success of all students | <p>Understands the value of continuous improvement and learning for all educators across their career continuum and what this looks like in practice</p> <p>Training Considerations Gains an overview and understanding of the career continuums for ESP and teachers, with a focus on the role of professional learning and reflective practice (e.g. learning cycles) and supports in moving along each continuum and in fostering student learning and growth</p> | <p>Engages with others in meaningful development and models for continuous improvement and learning for all educators across their career continuum</p> <p>Training Considerations Understands strategies to lead others in best practices in professional learning and support, such as adult learning theory, models that are effective in professional learning, and ways to ensure that professional learning is embedded in and informed by context. Learns how to use strategies to engage others in securing high-quality professional learning opportunities and supports</p> | <p>Builds and sustains an organizational culture of professionalism and reflective practice that illustrates the professions' commitment to continuous improvement and learning for all educators across their professional continuums</p> <p>Training Considerations Utilizes system-level strategies (e.g. improvement science, labor/management collaboration) to create cultures of professionalism and reflective practice in support of student learning and growth</p> |
| Recognizes and promotes the Association's role in improving the learning of all students | <p>Understands the current and evolving role the Association plays in the success of all students, educators, schools and campuses</p> <p>Training Considerations Individuals develop an awareness and understanding of how the Association leverages its strengths by identifying student needs in their worksites and implementing member-led solutions to meet those needs</p> | <p>Engages all leaders and members and motivates members from diverse backgrounds to advocate for a meaningful Association role in ensuring the success of all students, educators, schools, and campuses</p> <p>Training Considerations Understands how to help and support others identify student needs in their worksites and collectively implement member- and Association-led solutions to meet those needs</p> | <p>Expands and elevates the Association's role by developing members' leadership capacity and collaborating with innovative allies to ensure the success of all students, educators, schools, and campuses</p> <p>Training Considerations Leads the process of developing and using models and strategies across systems (e.g. labor/management collaboration, partnership and community engagement) to enhance the Association's ability to drive the success of P-20 education systems</p> |
| Advocates for policies and strategies that positively impact our professions and the learning of all students | <p>Understands the policies and conditions that impact our professions and learning of all students using a race equity lens</p> <p>Training Considerations Individuals develop an awareness of the policies, conditions and skills necessary to impact them (e.g. power mapping decision makers, gathering allies, create narrative based on audience) in order to impact our professions and learning of all students</p> | <p>Advocates, with others, for equitable policies and conditions that positively impact our professions and the learning of all students</p> <p>Training Considerations Understands and helps others develop and implement an awareness and the skills necessary to positively impact policy and policymakers (e.g. power mapping decision makers, gathering allies, create narrative based on audience) in order to impact our professions and learning of all students</p> | <p>Builds strategies to ensure sustained, organizational support for the implementation of equitable policies that positively impact our professions and the learning of all students</p> <p>Training Considerations Leads the development and implementation of models and strategies to positively impact policy that sustain systems that impact our professions and the learning of all students</p> |

⁷ A race equity lens is a transformative approach used to inform and improve planning, decision-making, analysis, actions and resource allocation that leads to more racially equitable and socially just policies, programs and practices. Each/All – The intentional inclusion and recognition of every individual and the many cultural identities they navigate (e.g., race, ethnicity, gender sexual orientation, religion, ability and employment job category). Diverse – Representative of the experiences and cultural identities of individuals and community (e.g., race, ethnicity, gender sexual orientation, religion, ability and employment job category)

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| <p>Analyzes and applies research to determine the potential impact on our professions and the learning of all students⁸</p> | <p>Understands how to identify high-quality qualitative and quantitative research and how research informs the programs and policies that affect our professions and the learning of all students using a race equity lens</p> <p>Training Considerations Develops an understanding of how to find, evaluate, and use high-quality research (e.g. validity, appropriateness for needs, importance, and social and cultural context) to impact our professions and the learning of all students</p> | <p>Understands how to help others utilize research to inform decision-making and the development of effective and equitable programs and policy content to strengthen our professions and the learning of all students</p> <p>Training Considerations Engages with others to understand the appropriate use of research in the development, implementation, and evaluation of education policies and programs (e.g. summarize, distill and display complex data and communicate to and with appropriate audiences, integrate relevant research into programs)</p> | <p>Leverages the resources of the organization to collaborate with internal and external stakeholders to analyze, evaluate and communicate education research to strengthen our professions and the learning of all students using a race equity lens</p> <p>Training Considerations Lead the development, implementation and evaluation of system-level strategies for communicating research to drive program development and decisions about our professions and the learning of all students (e.g. summarize, distill and display complex data and communicate to and with appropriate audiences, integrate relevant research into programs)</p> |

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