



EDUCATION

JUSTICE

FELLOWSHIP

RAISING AWARENESS | BUILDING CAPACITY | TAKING ACTION

FOR THE SCHOOLS ALL OUR STUDENTS DESERVE

FELLOWSHIP SYLLABUS

INTRODUCTION TO THE ED JUSTICE FELLOWSHIP

EXPECTATIONS

Semester 1:

- Regularly attend all Fellowship sessions (1-2 per month)
- Participate actively in all activities
- Submit a Monthly Report by the last day of each month
- Submit project proposal (optional)

Semester 2: Participation in semester 2 dependent on project proposal approval.

- Expectations from semester 1
- Launch Fellowship project
- Submit a Fellowship Reflection before the Project Showcase
- Present at the Project Showcase



"It's really great to be part of a community of people who are just as passionate about educational equity as I am."

KARI DESWOOD

2020-2021 Cohort

Education Justice Fellow

DESCRIPTION

Education Justice Fellows will work with NEA-NM, local union affiliate leadership, the New Mexico Statewide Network for Community Schools, community leaders, decisionmakers, local organizers, and educators to develop and act upon grassroots strategies for advancing education justice in the state during a year-long fellowship program.

Fellows will come from across the state, work in varied roles in their schools, and have differing levels of experience with organizing and advocacy. Throughout the fellowship year, fellows will learn about social/racial justice, develop their leadership and organizing skills, meet regularly with local affiliate leadership, and develop and carry out education justice projects.

OBJECTIVES

1. To foster the creation of a cohort of fellows well-versed in social and racial justice in education through engaging learning opportunities and experiences, including discussions with community activists and grassroots organizers, study and discussion of public policy, and direct engagement with students and community members.

2. To develop fellows' leadership skills and community and union organizing skills by providing opportunities to meet with local union affiliate leadership, receive peer mentoring and one-on-one coaching from experienced organizers, and get comfortable with the process of grassroots organizing.

3. To provide fellows with a supportive "incubator" environment in which to develop and carry out, in collaboration with their local union affiliate, an education justice project with a real, demonstrable impact on an issue of importance to their local affiliate and community.

ABOUT NEA-NM



"The Fellowship has helped me find my voice...to create change in my community for the betterment of the public school system."

SUSANA RIOS

2020-2021 Cohort

Education Justice Fellow

MEMBERSHIP

All participants in the Education Justice Fellowship must be current members of NEA-NM.

Membership in NEA has many benefits, including local-level support and collective bargaining opportunities, access to a nationwide community of educators working to better students' lives, as well as more professional development opportunities like this Fellowship!

Join now by going to
nea-nm.org/join-now/

DESCRIPTION

Since its founding as the Territorial Education Association in 1886, the National Education Association – New Mexico (NEA-NM) has continuously advocated for New Mexico Public Schools and their students and employees.

With more than 8,000 members in local affiliates across the state, the Association works for better learning conditions for children and better working conditions for teachers and other school employees. Local affiliates work for members through collective bargaining and other advocacy mechanisms in communities throughout New Mexico, while NEA-NM works to influence policy makers at the state level.

Additionally, the Association provides professional development for its members, including opportunities like the Education Justice Fellowship.

UNION STRUCTURE

Three Level Structure - Local, State, and National

NEA's three-level unified structure, which includes local and state affiliates as well as the national-level organization, makes it possible to ensure every educator, in every city, in every state, has the power to create great public schools.

Committed to Democracy

NEA-NM members state-wide set Association policy, most notably through the annual Delegate Council, held in the Fall each year. Delegates are elected from local associations in the ratio of one delegate for each 25 local members. During the rest of the year, the NEA-NM Board of Directors, elected from regions around the state, sets policy along with the full-time elected President.

NEA-NM members are also regularly surveyed to assess educators' opinions on critical topics, the results of which are translated into NEA-NM's yearly Legislative Goals and reports used to advocate for better working conditions and a more just and equitable public school system.

KEY INFORMATION FOR FELLOWS

BOOKS

Teacher Unions and Social Justice

Throughout the Fellowship year, Fellows will be asked to read sections of the book [Teacher Unions and Social Justice: Organizing for the Schools and Communities Our Students Deserve](#). Fellows will be asked to make connections between the book, the Fellowship, and the work of NEA-NM and their local union affiliate and be prepared to discuss with the rest of the cohort.

PLATFORMS

NEA edCommunities

This is a social style platform where Fellows can connect with one another and share their thoughts and experiences with the Planning Team. Non-Urgent updates will be shared with Fellows via the NEA-NM ED Justice Cohort group.

NEA PEP – LearnUpon

The Professional Excellence Portal is a platform where fellows can sign up for professional development courses with instructors from the National Educators Association network.

Google Drive

Monthly Reports will be housed on Google Drive for ease of completion.

GENERAL STRUCTURE

Summer Leaders Meeting

This fellowship cohort will kick-off with a summer retreat in Albuquerque, NM from June 15-June 17. Here, Fellows will be introduced to the program structure, meet and begin engaging with local affiliate leaders, and participate in engaging workshops and discussions.

Two Six-Month Semesters

The first six-month semester will prioritize learning about social and racial justice issues, building leadership skills, making connections, and beginning development of fellows' education justice projects.

Following the approval of fellows' project proposals, in the second six-month semester fellows will focus on the implementation of education justice projects supported by group meetings and discussions with local affiliate leaders and peers.

Twice Monthly Meetings

The Fellowship cohort will meet on the first and third Wednesday of each month, except for where not possible due to holidays. The second meeting of each month will include time for fellows to engage with local affiliate leadership and local peers.

EXCELLENCE

NEA-NM's Education Justice Fellowship is first and foremost a working fellowship. Fellows will receive a \$1500 stipend per semester upon completion and receipt of all requested deliverables, including all monthly reports and project proposals/reflections.

All Fellows will receive regular check-ins from Fellowship mentors. Fellows must submit and have their project proposals approved at the end of the first semester to participate in the second semester. This is to ensure all Fellows have carried out the necessary preparatory work and are committed to excellence in carrying out their project.

FIRST SEMESTER CALENDAR

Meeting Date	Topic
June 15, 2022 June 16, 2022 June 17, 2022	Summer Leaders Meeting/Ed Justice Fellowship Kick-Off Albuquerque, NM
August 3, 2022 5:00-6:15PM	Community Building/Creation of Group Norms
August 17, 2022 5:00-6:15PM	Introduction to Community and Union Mapping/ Engaging Certified Staff
September 7, 2022 5:00-6:15PM	Engaging Classified Staff/ Education Support Professionals (ESPs)
September 21, 2022 5:00-6:15PM	Engaging Parents/Families
October 5, 2022 5:00-6:15PM	Organizing/Voting and Local Elections
October 19, 2022 5:00-6:15PM	Ed Justice Project Development: Goals, Key Stakeholders
October 22, 2022 12:00-8:00PM	Ed Justice Fellowship Cohort 1 and Cohort 2 Meeting Pojoaque, NM
November 2, 2022 5:00-6:15PM	Ed Justice Project Development: Goals, Key Stakeholders, contd.
November 16, 2022 5:00-6:15PM	Ed Justice Project Development: Fact Sheet, Elevator Pitch
December 7, 2022 5:00PM-6:15	End of First Semester: Reflections/Project Proposals

SECOND SEMESTER CALENDAR

Meeting Date	Topic
January 18, 2023 5:00-6:15PM	Moment to Arrive/Official Project Kick-Off
February 1, 2023 5:00-6:15PM	Planning Session w/ Local Leaders
February 15, 2023 5:00-6:15PM	Project Share-Outs
March 1, 2023 5:00-6:15PM	Project Continuation: Check-In/Mid-Semester Report
April 5, 2023 5:00-6:15PM	Project Continuation: Small Group Breakouts
April 19, 2023 5:00-6:15PM	Project Continuation: Check-In w/ Local Leaders
May 3, 2023 5:00-6:15PM	Develop Presentations w/ Cohort Support
May 17, 2023 5:00-6:15PM	Fellowship Celebration: Reflection/Project Impact
June 7, 2023 5:00-6:15PM	Final Presentations: Convening w/ Stakeholders, Guests



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