





NEA Leadership Competencies

The Association will continue to use its resources to invest in educators by providing opportunities that increase their awareness and understanding of their responsibilities as leaders, regardless of title or role. Educators who see themselves as leaders, whether in their Association or profession, are a necessity for the health of our union and public education.

While NEA continues to invest in specialized leadership development opportunities, these leadership competencies are intended for the benefit of all current and emerging leaders, regardless of role, level, membership type, or experience. The competencies are designed to prepare NEA members to lead relevant, thriving Associations and become leaders in their professions. The competency domains are interconnected and present a well-rounded picture of the knowledge, skills, and abilities NEA believes equips educators to lead and create systemic change in public education. For more information on NEA leadership competencies, visit [Leadership Competencies | NEA](#)

Advocacy

Advances the cause of public education through advocacy for students, including addressing racial and social justice in education and how it benefits students and members' professional needs and rights.

Competency Theme	Progression Level	Leadership Skill
Theme 1: Utilizes best practices in advocacy and political efforts	Foundational	- Identifies health and safety issues that can positively impact public education and garner widespread support. - Facilitates hazard mapping exercise during a union meeting.
Theme 2: Engages and builds mutually beneficial relationships to advance advocacy and political goals	Foundational/ Mobilizing and Power Building	- Prioritizes member health and safety concerns. - Recommends health and safety solutions to the district. - Creates and implements an advocacy plan that has widespread union and community support.
Theme 3: Interprets and acts on racial and social justice initiatives	Foundational/ Mobilizing and Power Building	- Uses a racial equity lens when looking at health and safety issues. - Designs and analyzes advocacy plans that lead to racially equitable and socially just health and safety policies, programs, and practices.

Communication

Build and execute an integrated communications strategy that drives the mission, vision, core values, and strategic goals of the Association.

Competency Theme	Progression Level	Leadership Skill
Theme 1: Develops a two-way strategic communication plan that focuses on research, planning, implementation, and evaluation	Foundational	Learns the fundamentals to create health and safety communication plans to update members and various stakeholders.
Theme 2; Develops individual communication and style to fit the appropriate audience	Foundational	- Learns inclusive communications approaches that appeal to all individuals. - Practices listening to understand versus listening to respond.
Theme 3: Acts as an effective speaker	Foundational	Effectively communicates building walkthrough findings with members in meetings.

Governance and Leadership

Provides strategic leadership to advance the mission and establishes and monitors strategies necessary for a relevant and thriving Association while motivating and fostering a pipeline of diverse leaders.

Competency Theme	Progression Level	Leadership Skill
Theme 2: Establishes and maintains Collaborative and effective relationships	Foundational	- Understands health and safety issues that are important to members. - Engages in cultural competency training to effectively work with various stakeholders.
Theme 5: Ongoing commitment to personal and organizational culturally relevant leadership development (cultural intelligence, cultural competency, cross-cultural networking)	Foundational	Understands one's own strengths and growth opportunities around health and safety issues.

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.

Competency Theme	Progression Level	Leadership Skill
Theme 2: Recognizes and promotes the Association's role in improving the learning of all students	Foundational	- Works collaboratively with district administration to create a plan to address members' unresolved health and safety concerns after the walkthrough. - Promotes the interdependence of health and education to members in all Association work.
Theme 3: Advocates for policies and strategies that positively impact our professions and the learning of all students	Foundational	- Compiles health and safety findings with district administrative staff for corrective action and follow-up. - Better understands the skills necessary to make policy changes that positively impact students, like power-mapping and organizing allies.

Organizing

Mobilize, activate, and engage members and leaders to support internal and external relationships and the Association's capacity to recruit, retain and identify diverse groups of members and leaders, and advance strategic priorities at the national, state, and local levels.

Competency Theme	Progression Level	Leadership Skill
Theme 2: Builds and maintains meaningful community partnership partnerships	Foundational	Engages potential allies that can work together on common health and safety issues.
Theme 3: Makes strategic plans that rely on data and analysis to set and achieve key organizing objectives	Foundational	Uses health surveys, walkthrough findings, and other reliable data to formulate a foundation for long-term health and safety plans including objective setting, strategies, and goals.
Theme 4: Engages in collective action to identify and address pivotal issues	Foundational	- Explores health and safety case studies and examples of engagement activities in other local or state affiliates. - Employs methods of identifying appropriate health and safety issues for action and identifies the importance of message discipline.
Theme 5: Creates conditions for continuous Association growth and strength	Foundational	Organizes and engages current and potential members on health and safety issues to strengthen the union, amplify educators' voices, and bolster relationships with employers.