

Early Career Educator Committee Report Submitted on Behalf of the Committee

At the 2017 Delegate Assembly, the membership requested via New Business Item No. 1 that a committee be formed of early career educators (ECEs) to research and identify “key issues affecting early career educator retention and Association membership.”

Over the course of the membership year, the committee met three times face-to-face at the NSEA office and once through WebEx. To gain insight on the ECE members, the committee sent out a survey to all NSEA early career educators in the state. We received more than 100 responses. The survey helped the committee recognize the needs and desires of ECE members. After disseminating the information, the committee began to formulate a plan of action.

The membership had one major request of the committee: to “create a strategic plan to develop a program for early career educators that addresses [the identified issues].” In accordance with this request, the committee attended NSEA’s Teach to Lead summit in Kearney in December. There, the committee developed a strategic plan that targets nine identified school districts in the western region of the state. The committee’s goal: “Increase the retention rate of ECEs by 30 percent and ECE union membership by 70 percent by December 2023 in nine targeted school districts: North Platte, Lexington, Kearney, Grand Island, McCook, Holdrege, Ogallala, Scottsbluff, and Gering. These school districts were identified because they have a high turnover rate and a high ECE membership potential.

We have begun to reach out to those locals and have invited some early career educators to social/networking events. Our strategic plan lists numerous activities to encourage active engagement and networking within the association.

As a committee, we developed a marketing campaign for early career educators, developed a Google Drive to compile education resources, held one social event in North Platte on April 7, and presented as a panel at the SEAN spring conference, April 13-14, in Kearney.