

**NAME OF YOUR CABINET/COMMITTEE/TASK FORCE:**

Early Career Educators Organizing Committee

**COMMITTEE MEMBERS: (refer to your committee roster)**

Katie Kohler

Blake Auler-Murphy

Kelsey Wilson

Stephanie Mattingly

Lisa Tardie

**ACTIVITY RELATED TO CHARGES: (Either you may list this under each charge, or you may list it here in an overall way – base your choice on what makes the most sense to describe your committee’s activities)**

2025-2026:

- Recruited and trained new committee leadership who are committed to engaging consistently in the work of the committee
- Created an intentional structure where established leadership mentors new ECE leadership to build a deeper bench in a demographic that that experiences high turnover.
- Though some emerging leaders have taken other roles that required stepping away from NEON work, we took steps this year to broaden racially and demographically diverse representation in leadership across all OEA regions, and will continue working on that priority
- Shifted toward growing and implementing organizing skills and a year round plan to engage in new hire orientations, 3-in-30 plans, and engagement-centered 1:1s
- Increased engagement in leadership and in rank and file membership through NEON organizing retreat and follow-up work in locals

2026-2027:

- Moving the NEON organizing retreat from fall to summer to support well trained leaders ahead of new hire orientations and 3-in-30 plans.
- Working with OEA staff liaison to develop a year round organizing skills training curriculum for ECEs that includes organizing basics for new faces and more advanced skills for returning leaders, and working to engage more ECEs in those trainings through the NEON Organizing Retreat, OEA RA events, and Winter Recharge Retreat