



Ethnic Minority Early Identification & Development Program



ETHNIC MINORITY EARLY IDENTIFICATION & DEVELOPMENT PROGRAM

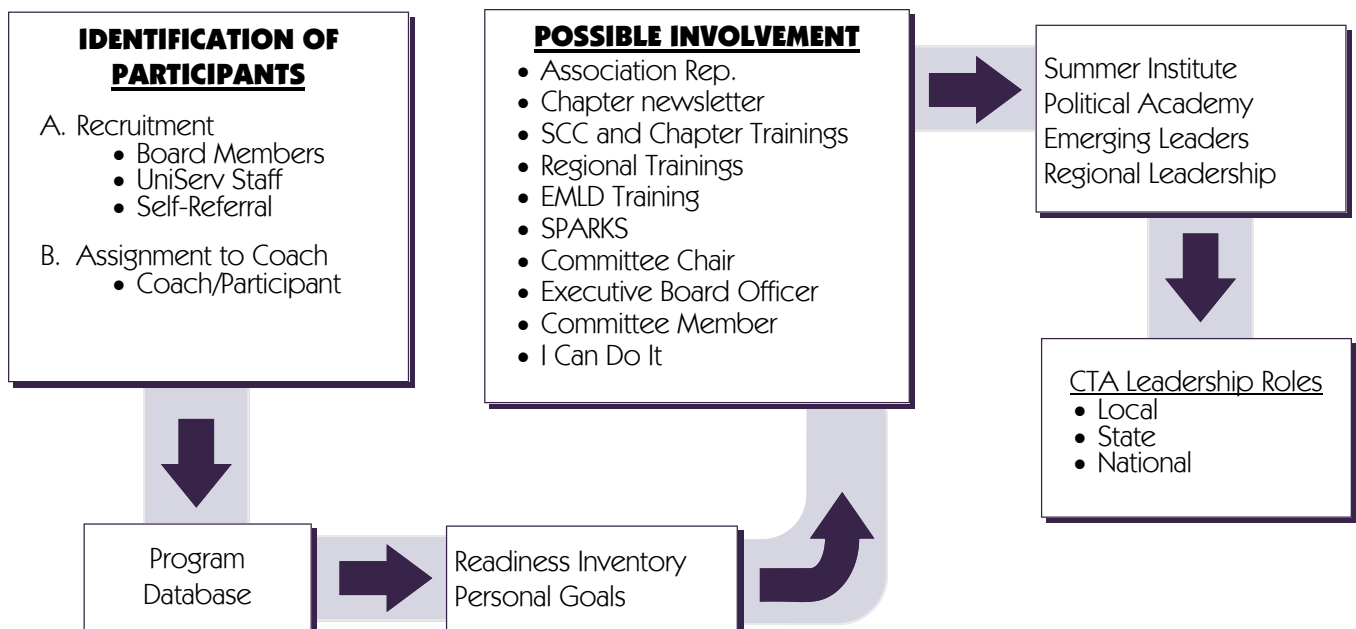
Currently, CTA faces challenges that threaten the very existence of public education as well as CTA's ability to function as a guardian of that institution, our students and members. Today we face unrelenting attacks that fragment the public's support for our schools and divide educational employees' support for CTA's efforts to come to the aid of public education.

In many local chapters of the CTA there exists a significant lack of diversity within the leadership roles. Although it is recognized that CTA staff, chapter and state leaders have often encouraged and nurtured minority leaders into leadership roles, the CTA Board of Directors has determined that a more systematic approach needed to be instituted. This program was established in order to sustain and increase ethnic minority leadership in CTA and its affiliates.

During the last decade, we have been witness to a steady increase in the number of our ethnic minority members, which reflects California's changing demographics. Caucasian women have been particularly successful in transitioning to leadership or staff roles, but it appears to take ethnic minority women longer. Ethnic minority men appear to have similar struggles entering either role, and are diminishing in numbers in our classrooms as well.

CTA has had a long-standing commitment to increasing ethnic minority leadership and staff. This program is both evidence of that commitment and reinforcement to continue it in the future.

Selection Process



Program Goal

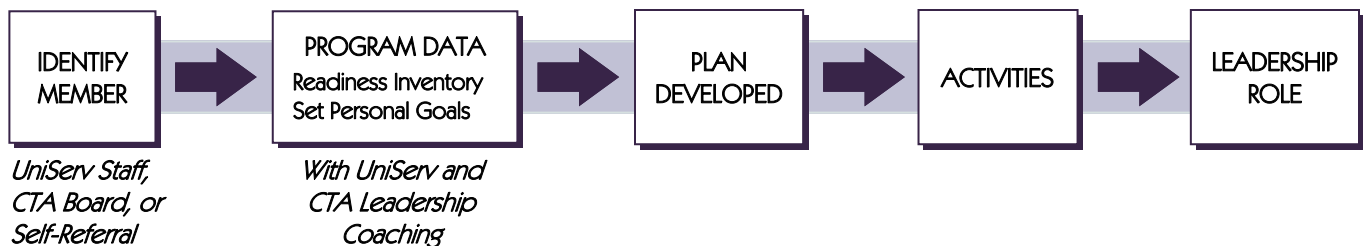
To increase the number of ethnic minority leaders in roles such as: President, Bargaining Chair, State Council Rep, Service Center Council Chair or Officers and any other respected leadership role/position.

Program Design

The Ethnic Minority Early Identification and Development Program has been created to identify ethnic minority members who are interested in expanding their roles in the organization. Once identified and accepted in the program, participants are paired with a coach who assists them in defining goals and identifying appropriate steps to achieve those goals. The program builds on existing CTA/NEA programs, trainings, conferences, events as well as incorporates interaction and coaching with Local Chapter, CTA, and NEA leadership and CTA Staff.

The program features a simple design for online application and referrals, and follows with mid-year and program-end reporting systems.

The Path to Leadership



Virtual Academy

An online learning environment, or “Virtual Academy” is in development as part of this program.

Key information for the 2009-10 Program Applicants

- Applications to the 2009-10 program will be available on March 6, 2009.
- The deadline to submit applications is May 13, 2009.
- The application consists of an online form, which will be posted on the MyCTA section of www.cta.org. Registration is necessary to gain access to this members-only section (see instructions on back page).
- Applicants will be notified by June 4, 2009.
- All applicants must commit to attend the Emerging Leaders Track of CTA’s Summer Institute, August 2-7, 2009(attendance is funded).**
- A maximum of five participants will be accepted per region.

**** Accommodations may be made for participants who have previously attended Emerging Leaders with approval of Regional Manager.**

APPLY ON-LINE!

Members-Only Website Registration/Log in Process

CTA members need to go through the one-time registration process:

1. Click on Register for MyCTA on the right hand side of the www.cta.org home page
2. First step registration page will prompt user to answer five required fields to be completed:
 - Member's ID number (On your CTA Educator label)
 - First Name
 - Last Name
 - Zip Code
 - Personal Email Address
3. Click the SUBMIT button when finished
4. Member will then receive an email with link to second step registration (membership authentication has occurred)
5. Second step registration will prompt user to create Username and Password (both should be case sensitive and at least six characters) and then select a secret question for further security
6. Click CREATE ACCOUNT button (member is now registered) and screen reverts back to www.CTA.org home page to log in (see #8)
7. Member will receive another email with account details for future reference
8. Once registered, enter Username and Password established at registration and click on the SIGN IN button and this will direct member to the MyCTA home page – entry way to the members-only section.

Note: Issues on member registration process should be directed to MyCTAsupport@cta.org

