



NORTH AMERICAN ASSOCIATION OF EDUCATIONAL NEGOTIATORS

BULLETIN

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H.O.W

President's Message, Steve Hengen

As I reflect on the knowledge and expertise I have been lucky enough to experience at NAEN's annual conferences, I am reminded that the participants I see there are leaders within their own businesses, organizations, and schools "back home." Effective leaders continuously strive to grow and learn within their own professional learning communities. Attendees return year after year,

confident that the NAEN conference will enable them to continue developing their expertise and knowledge. All that is a given. But

knowing the "what" isn't enough. Knowing what to say, what to do, what to wear just isn't enough. Leaders also focus on the "how." In my mind, the "how" is the more important of the two.

Last week I made a presentation to more than 50 administrators from my school district. That presentation was about the importance of H.O.W. we do things. As negotiators and leaders within our own professional communities, we also work most



effectively with others when we are more cognizant of H.O.W. When preparing for that presentation and now for this article, I think about how we approach the many tasks of our day-to-day professional lives. The H in H.O.W. reminds me of Honoring others by how we serve them.

H.O.W. – HONOR.

The key to managing our roles as negotiators is being perceptive. When we are effectively perceptive, we are honoring others at the table. We don't barrel on ahead, unchecked emotions shutting down our brains, with no regard or honor for our colleagues/customers/opponents. Instead, we take notice of their actions as well as their words. We take notice of body language, tone of voice, and facial expressions. The O in H.O.W. immediately makes me think of when I push On and when I back Off during negotiations.

H.O.W. – ON OR OFF?

When do we push on and when do we back off? Leaders know when to push and when not to because they are constantly and continuously aware! When we honor others, take note of their demeanor, and listen carefully, we are perceptive enough to

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The mission of NAEN is to improve the knowledge and performance of school management negotiators by advancing their professional status, providing a forum of effective communication, and encourage information exchanges among educational negotiators.

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2008 Annual Conference

BUILDING SUCCESSFUL NEGOTIATIONS

March 16-19, 2008
New Orleans

Registration
opens in
November

Keynote Speakers

PAUL VALLAS

Monday, March 17

Lessons in Labor Relations from School Reform Efforts in Philadelphia, Chicago and New Orleans

Considered one of the nation's premier educators, Paul Vallas is currently the Superintendent of the New Orleans Recovery School District. Over the last 12 years he has attained a national profile through his efforts in school reform in Chicago and Philadelphia. Prior to New Orleans, Paul took on the challenge of leading the 173,000 student Philadelphia school district just after a state takeover. A similar situation in the state takeover of the New Orleans school district. This presentation promises to be both fascinating and informative!

DAN WEISBERG

Tuesday, March 18

Collective Bargaining in the Big Apple: Experiences from New York City

Dan Weisberg is the Executive Director-Labor Policy for the New York City Department of Education. Together with Chancellor Joel Klein some of the most cutting edge large urban educational improvement efforts in the country has come face-to-face with, perhaps, the most unionized large city school district in the country. This is a story worth hearing!

MIKE ANTONUCCI

Wednesday, March 19

Teacher Unions: Behind the Scenes and Through the Looking Glass

Mike is the director of the Education Intelligence Agency and has covered the education beat since 1993. Education Week calls him "the nation's leading observer -- and critic -- of the two national teachers' unions and their affiliates." Hold on to your hats!

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know when to push on and when to back off. Serving others in our jobs as professional negotiators makes the W in H.O.W. an easy one.

H.O.W. – WHAT CAN I DO FOR YOU?

Serving others! Isn't that what it's all about? Honoring others and being continuously perceptive are key ingredients to providing a win-win situation. When we come from the H.O.W. perspective, both sides win.

Speaking of win-win situations, I am very much looking forward to NAEN's 2008 Annual Conference in New Orleans. Not only do I anticipate the cutting edge information and first class presenters who will provide me with the tools I need to keep ahead of new trends and practices. I also realize the value of the many types of networking that begin during the conferences. No matter how diverse our demographics or districts, we have a lot in common! We see the same problems and we learn from each other through conversations, subsequent e-mails, the Bulletin, and the NAEN Web site. As NAEN continues to grow and discover more professional growth opportunities for participants, the 2008 Annual Conference in New Orleans will provide the most current information and networking opportunities for new members as well as for more experienced and seasoned negotiators. Be sure to send in your registration soon, so that you can also sharpen your expertise, add to your knowledge, and work with professional leaders from across this continent – professionals who learn and grow together through their networking. In New Orleans, we will focus on "what" we do in our jobs that makes us successful. We will also focus on "how" we most efficiently and expertly accomplish the many tasks of our professional lives.

