Amplifying Our Voice: Leading Boldly for Our Students, Our Professions, and Our Union

Collaborating for Educator Voice, Association Strength, and Student Success

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COMPETENCY: GOVERNANCE

• Level 3: Agenda Driving

• Leverages internal and external relationships to form authentic partnerships and utilizes those partnerships to accomplish strategic objectives
• NEA Strategic Goal

- advancing opportunities that will identify, organize, and engage new and early career educators; amplify the voices of all educators, support our members’ professional growth, and promote social justice for our students, communities and our nation;

- securing a pro-public education environment for students, educators, and families; and

- building the capacity of the local, state and national union to ensure the success of public education.

• NEA Organizational Priorities

- Early Career Educator
- Racial Justice in Education
- My School, My Voice
- Supporting Professional Excellence
Session Overview

• THE WHY & WHAT of Collaboration
• THE RESEARCH of Collaboration
• THE PRACTICE of Collaboration
• THE ROLE OF LEADERS: Leveraging internal & external relationships to develop sustainable systems & informal leaders

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#Collab4Students #NEASummit
Educator Involvement at District & School Levels Strengthens the Profession.

98% WANT GREATER PARTICIPATION IN DISTRICT DECISION-MAKING

97% WANT GREATER PARTICIPATION IN SCHOOL DECISION-MAKING

*National Center for Education Information: Profiles of Teachers in the U.S. 2011*

Responses of 2,500 randomly selected K-12 public school teachers in 2011:

“To what degree do you agree that the following changes would strengthen teaching as a profession? “
Educators Want More Say in Decision-Making with Administrators.

Of educators believe they have a lot of say in school decisions. 31%

Of educators believe they should have a lot of say in school decisions. 93%

Educators don’t want to decrease administrators’ level of input over school decisions. Educators simply want to share in those decisions.

Gallup, 2018. Survey of K-12 teachers. Nationally representative sample, n=497. Comparison between teachers marking “a lot” as the response to each stakeholder’s current and desired level of input into school decision-making.
Institution For Conflicting Interests:
Collective Bargaining
Institution For Common Interests?

Labor Management Partnership For Student-Centered Goals
An education partnership is...

A choice to collaborate

and Collaboration is...

Stakeholder Voice & Influence

Shared Decision Making

Working together for student success
Components Of Collaboration

- Shared Decision-Making
- Aligned Goals
- Teacher Discretion
- Psychological Safety
What Are Educators Collaborating Around?

**Student Performance Data**

- Almost 2x More than in Low Quality L-M Partnerships

**Instructional Practices**

- Implement Cycles of Professional Learning
- Observe
- Support and Develop
- Prepare and Share Feedback

**Curriculum Development**

**Mentoring**

- Development
- Inspiration
- Mentoring
- Knowledge
- Motivation
THE PATHWAY FOR SUCCESSFUL COLLABORATION

- Formal Labor Management Partnership
- Collaboration
- Educational Impacts
THE RESEARCH: Benefits of Collaboration

(McCarthy and Rubinstein, 2017)

- Student Outcomes
- Retention
- Transformative Role of Leaders
- Members’ Perception of Leaders
THE RESEARCH: Benefits of Collaboration

Student Outcomes

Retention

Transformative Role of Leaders

Members’ Perception of Leaders

(McCarthy and Rubinstein, 2017)
Collaboration improves student performance, including in high poverty school districts

Schools with the highest levels of collaboration, on average, have 12.5% more students performing at or above standards in English Language Arts, and 4.5% more students performing at or above standards in math than schools with the lowest levels of collaboration, after adjusting for poverty.

12.5% ENGLISH LANGUAGE ARTS

4.5% MATH

INCREASES IN STUDENT PERFORMANCE

(McCarthy and Rubinstein, 2017)
THE RESEARCH: Benefits of Collaboration

Student Outcomes

Transformative Role of Leaders

Members’ Perception of Leaders

Retention

(McCarthy and Rubinstein, 2017)
Collaboration mitigates the negative impacts of poverty on TEACHER retention.
Collaboration mitigates the negative impacts of poverty on TEACHER commitment to school.
THE RESEARCH: Benefits of Collaboration

- Student Outcomes
- Retention
- Members’ Perception of Leaders
- Transformative Role of Leaders

(McCarthy and Rubinstein, 2017)
ASSOCIATION REPS’ TRANSFORMED ROLE PERCEPTION

COMMUNICATION AROUND GRIEVANCE ISSUES

LOW COLLABORATION

ENSURING EDUCATOR VOICE IN DECISION-MAKING & EDUCATION QUALITY

COMMUNICATION AROUND GRIEVANCE ISSUES

COMMUNICATION ABOUT SCHOOL IMPROVEMENT (INTERNAL)

HIGH COLLABORATION

COMMUNICATION ABOUT SCHOOL IMPROVEMENT (EXTERNAL)

ENSURING EDUCATOR VOICE IN DECISION-MAKING & EDUCATION QUALITY

COMMUNICATION ABOUT SCHOOL IMPROVEMENT (INTERNAL)

COMMUNICATION ABOUT SCHOOL IMPROVEMENT (EXTERNAL)

(Reproduced from McCarthy and Rubinstein, 2017)
THE RESEARCH: Benefits of Collaboration

(McCarthy and Rubinstein, 2017)
ASSOCIATION REPS Seen as a Resource to Members

McCarthy and Rubinstein, 2017

Commitment to Shared Decisions

Association Rep as a Resource

Low

High

Low

High

Coeff = .32574072, se = .04679551, t = 6.96
PRINCIPALS also Seen as Resource

![Graph showing the relationship between Commitment to Shared Decisions and Principal as Resource.](image)

\[ \text{coef} = .9463253, \text{se} = .0411686, t = 22.99 \]

McCarty and Rubinstein, 2017)
A NATIONAL CALL FOR COLLABORATION

National Labor Management Partnership

A Union of Professionals

Great Public Schools for Every Student
What do we mean by Collaborative Partnership?

SHARED LEADERSHIP.
SHARED DECISION-MAKING.
AT ALL LEVELS.

Formal Education Partnerships

Collaborative Decision-Making

Educational Impacts
THE LABOR MANAGEMENT COLLABORATION FRAMEWORK

PREPARE

Learn the Case for Collaboration → Identify Partners → Discover Shared Goals → Commit to Collaborate

ACT

Identify Collaborative Teams & Functions → Define Content for Collaboration → Implement Collaboration

Establish Support Resources → Define Process for Collaboration

REFLECT

Evaluate Outcomes, Process & Content → Sustain the Effort & Expand Effort to Collaborate!
JOINING UP WITH OTHERS

PREPARE
- Learn the Case for Collaboration
- Identify Partners
- Discover Shared Goals
- Commit to Collaborate

JOINING UP WITH OTHERS
- Administrators
- Union/Association

SCHOOL BOARDS
- Educators
- Parents
- Students
- Process Consultants
- Universities
- Community Groups
SETTING A STUDENT-CENTERED FOCUS

1. What school improvement issues do stakeholders in my system care about?
2. What data are available to determine our goals?
3. How do we figure out what to work on first?
CREATING AGREEMENTS FOR SUCCESS

What do we need and want from each other to be successful in our collaborative partnership?

What principles and guidelines do we want to hold ourselves and each other to for building lasting trust?

#Collab4Students
1. All students can succeed and we will not accept any excuse that prevents that from happening in ABC. We will work together to promote student success.

2. All needed support will be made available to schools to ensure every student succeeds. We will work together to ensure that happens.

3. The top 5% of teachers in our profession should teach our students. We will work together to hire, train, and retain these professionals.

4. All employees contribute to student success.

5. All negotiations support conditions that sustain successful teaching and student learning.
   This is the MAIN THING!

6. We won't let each other fail!
POSSIBLE TEAMS
• State Leadership Team
• District Leadership Teams
• School/Worksite Leadership Teams
• Working Committees

POSSIBLE SUPPORT RESOURCES
• State Collaborative
• District Office/Professional Development
• TURN/CEC
• Online Resources
• Content Experts
• Universities
THE WHAT: PROJECTS

- New Teacher Induction
- Peer Assistance
- Social-emotional Learning
- Professional Development
- Energy Conservation
- 9th Grade Math Scores
- Scheduling
- Homework & Curriculum
- Technology
- Mentoring & Peer Assistance
- Cross-disciplinary Integration
- Exam Coordination
- ESL
- Strategic Planning
THE HOW: PROCESSES

- Decision-Making
- Communication Structures
- Conflict Management
- Agenda Building
ACT Activity

- Identify Collaborative Teams & Functions
- Establish Support Resources
- Define Content for Collaboration
- Define Process for Collaboration

Implement Collaboration
Reflect

Evaluate Outcomes, Process & Content

Measure Success
Monitor progress toward your objectives. Monitor the health of the collaborative relationship.

Celebrate
Share your progress with key stakeholders in your community, and beyond.

Grow & Share
Understand your challenges and share your lessons learned.

Sustain the Effort & Expand Effort to Collaborate!
GET STARTED @
myschoolmyvoice.nea.org/collaborating-for-student-success

COLLABORATING FOR STUDENT SUCCESS
A NEW MODEL FOR EDUCATION PARTNERSHIPS

#Collab4Students
FINAL ACTIVITY: Start Somewhere!

1. Identify the first thing you will do to get started in developing your partnership/collaboration.
2. Identify the one area you want to learn more about.
3. Tweet your biggest insight from this session!

#Collab4Students
Session Outcomes

The content from this session can be used in the following ways in your current position/role:

• Articulate the benefits of education partnerships and collaboration
• Identify and leverage internal and external relationships to accomplish strategic objectives to foster positive systemic change
• Understand and seek to build sustainable structures and processes for shared decision-making
Closing

• Please complete the evaluation for this breakout session by using the NEA Summit Mobile App! (Allow at least 5 minutes at the end of the session.)

• Please visit the Leadership Development Resources website at www.nea.org/leadershipdevelopment