UNITING OUR MEMBERS AND THE NATION

Empowering leaders, educating students, strengthening communities

Empowering Educators through Partnerships and Collaboration

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• Levels 1, 2, and 3
• This presentation addresses the following Competency themes:
  – Establishes and maintains effective collaborative relationships
  – Develops self and others as leaders
Advancement of NEA’s Strategic Goals & Priorities

Affiliate Leaders in Advancing Affiliate Goals & Priorities
SESSION OVERVIEW

• Understanding the Power of Collaborative Partnerships
• Panel: Labor-Management Collaboration in Action
• Table Talks: Examining Your Readiness for Collaboration
• Share-Out & Close
Empowered Educators Model for Success

1. Empowered Educators Shape Learning for All Students
2. Collaboratively Developed School Plans Centered on Student Learning
3. Focus on Locals & Members
4. Policies at District/State Level Defining Professional Practice
5. Practices and Strategies for Students
6. Success of ALL students
7. Public Support for Education

Empowering Educators Model for Success
EDUCATOR EMPOWERMENT is…

…the process by which educators individually and collectively activate their power to achieve their goals.
What do educators most need and want?

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?

National Center for Education Information: Profiles of Teachers in the U.S. 2011
What do we mean by Collaborative Partnership?

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

- **NATIONAL LEVEL**
- **STATE LEVEL**
- **DISTRICT LEVEL**
- **SCHOOL LEVEL**

**Formal Education Partnerships**
**Collaborative Decision-Making**
**Educational Impacts**
Who Might Be Involved?

- **SCHOOL BOARDS**
- **EDUCATORS**
- **COMMUNITY GROUPS**
- **PARENTS**
- **STUDENTS**
- **ADMINISTRATORS**
- **PROCESS CONSULTANTS**
- **UNIVERSITIES**
Why is an Education Partnership a Smart Strategy?

Formal Education Partnership

- Commitment to Shared Goals
- Agreement
- Communication Structures

Collaborative Culture at All Levels

- Increased Trust
- Increased Collaboration
- Shared Decision-Making

Positive Outcomes

- Student Achievement
- Teacher Retention
We acknowledge:
We are both necessary parts of this system. 
We won’t let each other fail.
The “Start Somewhere” Approach

- Schedules & Common Planning Time
- ESOL Student Achievement
- Trauma-Informed Practices
- Hiring Practices for High-Poverty Schools
- Literacy in Targeted Schools
Association Role is Key

Based on research from: Rubinstein & McCarthy, 2014
In districts with strong collaborative partnerships, Association reps are more likely to say...

I have a positive influence over decisions at my school.

My role is to ALSO help teachers have a say in school policies, not only to just help with grievance issues.

My job as a building rep is to help ensure teachers have a voice in education quality.

I frequently talk to other building reps about school improvement issues.

Based on research from: McCarthy & Rubinstein, 2017
Impact on the System

Collaboration increases educator engagement, with marked increases in several key dispositions.

GOAL ALIGNMENT between Teachers & Principal

UNION REP seen as a Trusted Resource

PRINCIPAL seen as a Trusted Resource

TEACHER EFFICACY

Based on research from: McCarthy & Rubinstein, 2017
Impact on Students

Schools with the highest levels of collaboration, on average, have more students scoring at or above standards.

- + 12.5% Language Arts
- + 4.5% Math

Collaboration improves student performance, including in high-poverty districts.

Based on research from: McCarthy & Rubinstein, 2017
Collaboration improves teacher retention.

Collaboration mitigates the negative impact of poverty on teacher turnover.

Based on research from: McCarthy & Rubinstein, 2017
Structure Begets Process

The example of ABC Unified: Partnership between Administration and Labor (PAL)
Collaborative Decisions

ABC – ABCFT District Level Collaborations

Board of Education
- Superintendent’s Office
  - Weekly meetings
  - Shared principles; beliefs
  - PAL Council

Academic Services
- Professional Learning
- CA State Standards
- SMARTER Balance Assessment
- PROPS (Proactive Problem Solving)

Human Resources
- Negotiations
- Recruitment and Retirement Fairs
- New Teacher Orientation
- Personnel Issues

Business Services
- Insurance Benefits Committee
- Budget Workshops
- Finance and Audit Committee

District and ABCFT Collaborations

School Services
- Liaison with Principals – Training (COMPASS)
- PBIS – Positive Behavioral Interventions & Support
- PAL Survey Committee
Outcomes

**Project: Better support for 6 struggling Southside schools**

- Reading Collaborative: jointly sponsored PD opportunities + more autonomy to choose a new research-based reading program

**Results**

- Raised scores an average of 281 pts (out of 1000) on state standardized tests at the 6 target schools
The Power of Collaboration: ABC Unified in their own words

California Labor Management Initiative
What Does This Look Like in Action?
Questions & Answers
1. On a scale of 1-5 (least-to-most), where would you assess your association/district level of collaboration on issues of teaching and learning?

2. What collaborative structures do you have with your district already? What would you like to establish?

3. What’s your next step upon returning home to make the ideas presented in this session come to life?