Unite, Inspire, Lead
Our Students, Our Union, Our Future

Teachers As Leading Learners (TALL):
Association-led Professional Learning
Anne Eden and Erin Swain
Who’s in the room?

• Who is here with a team?
• High School? Middle School? Elementary School?
• First NEA Leadership Conference?

During activities, choose the group that you’d like to work with. We want you to have productive conversations.
• **NEA Strategic Goal**
  – Strategic Goal 1: Strong Affiliates for Educator Voice and Empowerment

• **NEA Organizational Priority**
  – Every Student Succeeds Act (ESSA)
Level 1: Foundational
Level 2: Mobilizing & Power Building

Leading Our Professions: Advocates for quality inside our professions and promotes our union’s role in advancing education transformation and student learning.
Icebreaker - Whip Around

Introduce yourself to your tablemate:

• Name

• State, Local, and role in education
  – What is one goal you hope to achieve before the end of the 2016/17 school year?
What do you think when you hear the words “Professional Development”?

Write your answer on a post-it note.
Who should control your “Professional Development”?

How can we transition to teacher-led, job-embedded, paid professional learning which supports teachers at all stages of their practice?
We calculate that the districts we studied spend an average of nearly $18,000 per teacher, per year— the equivalent of 6 to 9 percent of their annual operating budgets.
Next-Generation Unions...

- Industrial Unions
- Political Unions
- Professional Association
Rock The Union: An Action Plan to Engage Early Career Teachers and Elevate the Profession

★ The “Go-To” on High Quality Instruction

★ The Leader in Developing Teacher Leaders

★ A Force that Engages All Teachers in Modernizing the Profession

"Rock the Union: An Action Plan to Engage Early Career Teachers and Elevate the Profession." TeachPlus. TeachPlus and National Education Association
The Irreplaceables

IRREPLACEABLES
Top 20% of teachers in studied districts, as gauged by district data

STUDENT IMPACT
Generate 5 to 6 more months of student learning each year than a poor performer

SCOPE
4 urban districts, with 2,100 schools, 90,000 teachers, 1.4 million students

The “Irreplaceables” are teachers so successful that they are nearly impossible to replace.

Question: “In your career, how valuable would you rate professional development you have received from the following sources?” (n=465)
SURVEY: Does your local educational climate and professional culture support educator leadership?
T.A.L.L.
Teachers as Learning Leaders
What is T.A.L.L.?

• T.A.L.L. is a teacher-led professional development program that pays teacher leaders to deliver professional learning to peers.

• Students benefit from teachers who take the opportunity to reflect on their practice with highly qualified peers.
• 1 Year
• Association supported, Teacher-Led Professional Development
• 4 Locals (Adams County Uniserve)
• $179,922 Grant from the NEA

<table>
<thead>
<tr>
<th>Semester 1</th>
<th>Spring 2016</th>
<th>20 Teacher Leaders</th>
<th>150-200 Teacher Learners</th>
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</thead>
<tbody>
<tr>
<td>Semester 2</td>
<td>Fall 2016</td>
<td>20 Teacher Leaders</td>
<td>150-200 Teacher Learners</td>
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Results:

- 2 districts - Adams 12 and Adams 14 provided the majority of participants as both Teacher Leaders and Learners.

<table>
<thead>
<tr>
<th>Semester 1</th>
<th>16 Teacher Leaders</th>
<th>120 Participants</th>
<th>2 Campuses</th>
<th>Professional Learning Council with 16 members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semester 2</td>
<td>15 Teacher Leaders</td>
<td>110 Participants</td>
<td>2 Campuses</td>
<td>Professional Learning Council with 8 members</td>
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</tbody>
</table>
SURVEY:
Read over the feedback given from TALL participants.

Does this sound like something you’d be interested in bringing to your local?
• Results...

• BUT...
Next Steps...

• Proposal to the Adams 12 School Board
• Revised budget needs to run TALL within just the Adams 12 school district with the District Twelve Educators Association controlling the program.
• Leveraging ESSA Title II Funds to provide funding
  – “Innovation Grants” (Title II, A)
  – ESSA mandates grants under Title II to support effective instruction be used to address the learning needs of all students.
Next Steps...

• Use Title I funds to upgrade the entire educational system of schools which serve a large population of low-income students. These school-wide programs must be developed with the “involvement” of teachers, specialized instructional support personnel, paraprofessionals, school staff, parents, and the community.

• Can a program like TALL be used to support a Community Schools Model?
Session Outcomes

• How can your local create contract language which supports teacher-led, job embedded, differentiated professional learning?

• How can your local association leverage ESSA Title II funds to support teacher-driven and teacher led Professional Learning within your school district?

• In what capacity would you see yourself within such a program? Teacher Leader, Learner or serving on your local Professional Learning Council?
Thank you!

- Please complete the evaluation for this breakout session!
- Please visit the Leadership Development Resources website at www.nea.org/leadershipdevelopment