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

S.O.S.: Organizing for Safe Schools

Kelly Wilson – Education Minnesota - OSSEO President
Susan Brady – Education Minnesota Field Staff
NEA Strategic Goal and NEA Organizational Priority

• **NEA Strategic Goal**
  – Strategic Goal 1: Strong Affiliates for Educator Voice and Empowerment
  – Strategic Goal 2: Empowered Educators for Successful Students

• **NEA Organizational Priority**
  – Early Career Educators
  – Institutional Racism/Racial Justice in Education
NEA Leadership Competency

- **NEA Leadership Competency**
  - Level 1: Foundational
  - Level 2: Mobilizing & Power Building

- **NEA Leadership Competency Themes**
  - Leverages advocacy practice
  - Utilizes organizing best practices
  - Fosters development of leaders at all levels
  - Builds collaborative and effective relationships
Osseo Area Schools

- Osseo Area Schools – ISD 279
  - 20,000 students
  - 33 Sites

- Education Minnesota – OSSEO
  - 1672 Members
  - Teachers, Nurses & Kidstop Instructors
Osseo Area Schools

• Tale of Two Districts
  – Racial Isolated Schools
  – Disproportionality in SPED
Negotiations – Summer 2015

• Negotiate around School Safety
  – Many safety examples from members
Negotiations - 2015

• Tentative Contract Agreement – November 20, 2015
  • Gave notice to District that we would organize around School Safety
Organizing Members

- LCAT Meetings (Local Contract Action Team)
  – Organizing member engagement
Organizing Members

- Letter to the Superintendent and School Board Members
  - February 18, 2016
  - Osseo Safety Letter
Organizing Members

• Local Channel 12 Interview
Organizing Members

- StarTribune Article
  - Reena Raghavendran
- Letter to the Editor
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• 10 Minute Meetings
  – Presentations created for BR’s to use in buildings
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- Safe Osseo Schools Week
  - Invited all school staff and community members to participate
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- Safe Osseo Schools Week

S.O.S. Week

S.O.S. Talking Points
S.O.S. – Safe Osseo Schools

- Safe Osseo Schools Week
  - Click here for the Safety Week video.
  - Click here for the Safety Rights video.
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- As a result of the Safe Osseo School week of actions we have on-going meetings with the Superintendent and Assistant Superintendents
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• We also collaborated with the District to provide training for our members:
  – National Urban Alliance (NUA)
  – Restorative Justice Practices
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• Osseo Lion Roars Day Parade - 2015
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LIONS ROAR PARADE 2016

LIONS ROAR PARADE: Saturday, September 10, 2016
Family Activities at 10:00, Parade at 12:00

Get to OSH and park on the North side. Bus parks in front of the auditorium doors. Buses leave every few minutes until the start of the parade.

Take a bus to the parade line-up.

Meet your colleagues at the park to enjoy some food, games, and activities.

Then march in the parade to support our schools.

The parade ends at OSH where you will find your car.
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• Osseo Lion Roars Day Parade - 2016
S.O.S. – Safe Osseo Schools

- Zero Triathlon
  - https://spark.adobe.com/video/q37eXthlSKgJR
Education Minnesota - OSSEO

Zero Tri

When: Tuesday - September 20, 2016
Where: ESC before the board meeting
Social following at the Maple Tavern!

Packet pick-up 4:45
Race start time 5:45

Zero Tri
Eat, Drink, Party!
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• Zero Triathlon
S.O.S. – Safe Osseo Schools

- Offered Professional Development through staff at Education Minnesota
  - Considering Staff Safety
  - Cell Phones, Social Media, and Student Safety
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• As of December 12, 2016, response from District to our actions:
  – Targets class size reduction K-2
  – Safety/Security prioritized in capital budget
  – New risk management position
  – New emergency preparedness advisory team
  – Additional school resource Officers
  – Improved building practices
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- Minnesota is a merged state – both NEA & AFT resources and support
- AFT training in January – Positive School Climate and Discipline
Session Outcomes

- The content from this session can be used in the following ways in your current position/role:
  - To create a member led organizing plan
  - To use multiple communication strategies to organize members
  - To engage members to take collective action to improve working conditions and student learning environments
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• Please complete the evaluation for this breakout session!

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