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

Schools Our Keiki Deserve

Dr. Amy Perruso, NBCT, HSTA Secretary-Treasurer
Brian Beallor, NEA Collective Bargaining & Member Advocacy

2017 NEA National Leadership Summit | February 24-26, 2017
NEA Goals & Priorities

• NEA Strategic Goal
  – Strategic Goal 1: Strong Affiliates for Educator Voice and Empowerment

• NEA Organizational Priority
  – Every Student Succeeds Act (ESSA)
  – Early Career Educators
  – Institutional Racism/Racial Justice in Education
COMPETENCY: ADVOCACY

• NEA Leadership Competency progression level(s).
  – Level 1: Foundational
  – Level 2: Mobilizing & Power Building
  – Level 3: Agenda Driving

• NEA Leadership Competency themes
  – Leverages advocacy practice
  – Engages community around issues supporting student learning
  – Interprets and acts on social justice initiatives
  – Leads public education policy reform
  – Acts as a political advocate
WHAT IF:
The union made student-centered demands during mid-term economic negotiations

- Caps on class sizes as a way to improve academic outcomes for students
- Additional social and emotional supports for students in the form of full-time nurses, health assistants, social workers, and psychologists at each school site
- Adding full-time security at each school site
- A stipend for each unit member to use for additional classroom supplies and materials
The union invited the public to negotiations*

THURSDAY, SEPTEMBER 29TH
4-7PM
WESTSIDE CHURCH OF GOD
1422 W CALIFORNIA ST. FRESNO, CA 93706
FOOD WILL BE PROVIDED

*The fine print

Our bargaining rules say that we can invite “persons with special knowledge relevant to the negotiations.” The Fresno Teachers Association believes that parents & community members who have witnessed the struggles of our students and the impact of failed decisions by district leadership, are persons with special knowledge.
200 people joined the association’s bargaining team
The next time 449 people showed up
The union posted its bargaining proposals on its public website:

**Education Assistants (EAs)**
- School safety and student conduct
- Parent and family engagement
- Restorative practices
- Interpreter PD
- Sign language interpreters
- Substitutes
- Salary

**Teachers**
- School climate and safety
- Parent and family engagement
- Restorative practices
- ELL class sizes
- Tests and assessments
- Early childhood education
- Responsible banking
- Salary
Our advocacy went beyond the bargaining table
Every student felt safe and respected at school.
WHAT IF:

We changed the narrative, instead of focusing solely on bread and butter issues and politics...
...we organized, along with our members, parents and community allies to go on the offense for students and the schools that they deserve

WHAT COULD BE ACHIEVED?
We are HSTA

- 1 statewide district, 12 chapters
- 13,500 teachers
- 80% female
- 75% Asian and Caucasian teachers
- Worst Place to be a Teacher in the Nation
Shifting Structures

❌ New Union Leadership Platform:
• Reclaiming Public Education
• Resisting Education Deform
• Fighting for Social Justice
• Organizing Union
• Public Schools as Democratizing Sites
Community Organizing

Objective: Reconnect Public Schools to our Communities through Student-Centered Advocacy
HSTA & Student-Centered Advocacy
The Speakers Bureau

Teachers at the Heart of Community
New Member-Driven Vision

- Listening Tour
- Organized member feedback
- *Schools Our Keiki Deserve*
- Speakers Bureau: Teacher-researched and written *Schools Our Keiki Deserve* Report
The Schools Our Keiki Deserve

Whole Child Education
  Kellee Kelly
Supporting All Students
  Jessica Whitsett
Class Size
  Tracy Monroe
Vocational
  Mireille Ellsworth
Facilities
  Michał Nowicki
Supporting Small and Rural Schools
  K. Raina Whiting
Recruitment and Retention
  Lisa Morrison
Ending High Stakes Testing
  Andy Jones Gilchrist Haas
Public Preschools
  Dr. Mitzie Higa
Respect, Support, Professionalism
  Dr. Amy Perruso
Funding
  Corey Rosenlee
Speakers Bureau

- Core Leaders Emerged (16)
- Different Islands (Physical v. Virtual Convening)
- Honed Presentation Skills
- Launched SOKD Report
New HSTA Speakers Bureau

- Media training
- Individual & Collective Work
- Community Outreach – Scan
- Initial Focus: Neighborhood Boards & “Friendly” Community Organizations
- Late Fall 2015/ Spring 2016: Board of Education and Legislature
Speakers Bureau Members in Action

2017 NEA National Leadership Summit | February 24-26, 2017
Social Media

Speakers Bureau: Two Facebook sites
1. Internal organizing
2. External ‘SOKD’ Site
“Schools Our Keiki Deserve”
Teacher Visioning as Basis for Campaign
SCHOOLS OUR KEIKI DESERVE

From the HSTA Speakers Bureau
SCHOOLS OUR KEIKI DESERVE

NEW POSSIBILITIES IN LIGHT OF THE NEW "EVERY STUDENT SUCCEEDS ACT"

PUBLIC FORUM SPONSORED BY HAWAII STATE TEACHERS ASSOCIATION & EDUCATION INSTITUTE OF HAWAII

APRIL 12, 2015
4:30-5:30 P.M.
HAWAII STATE CAPITOL AUDITORIUM AT GROUND LEVEL

LAUNCH OF HSTA’S "SCHOOLS OUR KEIKI DESERVE" REPORT, FREE COPIES & COOKIES PROVIDED TO ALL ATTENDEES.

‘EVERY STUDENT SUCCEEDS ACT’ AND THE ‘SCHOOLS OUR KEIKI DESERVE’, VISIONING A PATH FORWARD

RSVP at: http://goo.gl/forms/MG942DJhgh or use QR code above

Popularizing SOKD

2017 NEA National Leadership Summit | February 24-26, 2017
Schools Our Keiki Deserve
Facebook Page
Bureau in the Halls of Power: BOE

❌ SOKD campaign at the Changing Board of Education
❌ Old BOE: Openly hostile, vacuum of teacher presence
❌ RttT triumvirate: Gov, BOE chair, DOE Sup.
❌ Shift – New Governor, Changing BOE, New HSTA
❌ Speakers Bureau Teachers Brought in to Testify

First Phase (Fall): Reactive on Key Issues
Second Phase (Spring): Proactive & Agenda-Shaping
Speakers Bureau Members at the BOE and Legislature
Bureau in the Halls of Power: Legislature

✗ Omnibus SOKD Legislation
✗ Strategizing Community Engagement
Senator Kidani: Growing a Champion
Senate Hearings: Pushing for Investigation
Testimony: Choreographing a Dance
Speakers Bureau Members at the Legislature

2017 NEA National Leadership Summit | February 24-26, 2017
Speakers Bureau Debriefing After House and Senate Committee Hearings
SB & INTERNAL ORGANIZING

✗ SOKD campaign at HSTA convention
✗ Educating and organizing members (HTC)
  1. Whole child education
  2. Supporting our most vulnerable students
  3. Critical openings provided by ESSA
Co-Creating a Movement: Sharing the Vision
Deepening and Broadening

Internal and External Organizing
Speakers Bureau Expansion

- Adding branches to Speakers Bureau
- Recruiting teachers and advocates for all branches.
- Expanded training: speaking & organizing for internal and external organizing

2017 NEA National Leadership Summit | February 24-26, 2017
Speakers Bureau Expansion

Community Organizing
Alliances with Unions: Aikea Movement
JOIN THE JUSTICE CLUB!

- Build political power in your community
- Fight for a better future for the youth of Hawaii
- Engage with students from other schools to make Hawaii a place where we can live and thrive

Contact us at 808.226.1289 to join the club today!

alkeahawaii.org  facebook.com/AlKeaHawaii  @AlKeaHawaii
Working with the Aloha DREAM Team (DACA)
 Speakers Bureau & Indigenous Educators Retreat
Hawaii People’s Congress: Creating the New Progressive Agenda in Hawaii
THE PEOPLE’S CONGRESS
INTER-ISLAND FORUMS: 10/19, 10/20, 10/25-27

KAUA‘I:
OCTOBER 19TH, 2016
6:00-9:00 PM
CHIEFESS KAMAKAHELEI MS CAFETERIA
4431 NUHOU ST, LIHUE

O‘AHU:
OCTOBER 20TH, 2016
6:00-9:00PM
UNITE HERE! LOCAL 5
1516 S. KING ST
HONOLULU

MAUI:
OCTOBER 25TH, 2016
6:00-9:00PM
PAIA COMMUNITY CENTER

KONA:
OCTOBER 26TH, 2016
6:00-9:00PM
LOCATION, TBD

From protecting our natural resources for future generations, to issues of homelessness, wealth inequality, education and equal rights, the Hawai‘i People’s Congress is a way that we can come together across our issue areas, focus on the root causes of these problems, and be more powerful and effective -- together.

JOIN US!

www.PeoplesCongressHi.org

For more info contact: tiare@hapahi.org
Facebook: @PeoplesCongressHI

The People’s Congress is an equal opportunity access event. If any special accommodations are needed, please contact Tiare at (808) 212-9616 x 6, or tiare@hapahi.org for assistance at least seven days prior to the event you plan to attend.
Speakers Bureau and ESSA

Governor’s ESSA Task Force: Blueprint for Education

2017 NEA National Leadership Summit | February 24-26, 2017
ESSA Task Force Community Meetings
ESSA Task Force Community Meetings
SB & School-Level Organizing:

“CORE ORGANIZERS”

Training by Labor Notes
Accomplishments 2016-2017

- Delinkage
- Facilities
- Increased teacher engagement
- Emerging consensus around funding – legislative champions
- New BOE - New Superintendent
Mahalo!

Any questions?

You can find us at
hstaspeakersbureau@gmail.com
https://www.facebook.com/SchoolsOurKeikiDeserve/
Session Outcomes

• The content from this session can be used in the following ways in your current position/role:
  – As a blueprint to shift the structures and culture of your local and/or state affiliate to empower members and leaders to organize and expand advocacy beyond bread and butter issues.
  – To consider broadening your efforts to not just the membership, but in partnerships and alliances with parents, students, the community, and other stakeholders.
  – How to use the opportunities created by ESSA to advocate for students, especially the most vulnerable, to create the Schools Our Keiki Deserve.
FEEDBACK

• Please complete the evaluation for this breakout session!

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