UNITING OUR MEMBERS AND THE NATION

Empowering leaders, educating students, strengthening communities

Ohio’s New Educators Organizing Around Ohio’s Resident Educator Summative Assessment

Isabel Bozada
NEA Leadership Competency: Organizing

- NEA Leadership Competency progression levels.
  - Level 1: Foundational and Level 2: Mobilizing & Power Building

- NEA Leadership Competency themes
  - Utilizes best organizing practices.
  - Makes strategic plans that rely on data and analysis
  - Engages in collective action to identify and address pivotal issues
  - Creates conditions for continuous association growth and strength
  - Fosters the development of leaders at all levels of the organization
NEA Strategic Goal: Strong Affiliates for Educator Voice and Empowerment

NEA Organizational Priority: Early Career Educators
Ohio’s New Educators

Ohio’s New Educators (O.N.E.) is a community of professionals that focuses on the support of early career educators. We engage and empower educators to become relevant, active, and visible leaders in our profession and communities through collective action.
Creating an effective state new educator group using a distributive leadership model
Identifying your issue

• What are your early career educators concerned about?
• Are there any special issues in your state that impact them more than anyone else?
• What is winnable?
Our problem:

All new teachers in Ohio have to complete the Resident Educator program, which culminates in a test called the Resident Educator Summative Assessment (RESA).

RESA is punitive in nature and results in teachers having to focus on the test instead of their students and families.

For some teachers, not passing RESA on their 3rd try is the end of their teaching career.

@ohneweducators
What is RESA?

→ **A Huge Investment of Time**
   4 tasks, including 2 recorded videos

→ **Punitive**
   If people don't pass RESA after 3 attempts they lose their teaching license

→ **5 Million Dollar Cost**
   Ohio pays a California company to create and manage the program
An **Opportunity**

On June 27, 2017, the conference subcommittee on HB49 concurs with the elimination of RESA.

@ohneweducators
Milestones

2014
Amber Clark, the first chair of Ohio’s New Educators, created a Resident Educator Facebook group for educators to offer support to each other.

June 27, 2017
The HB48 conference committee concurred with the total elimination of the Resident educator program.

Early 2017
April 2017
Educators vote for OEA to stop lobbying for RESA in a New Business item at the 2017 Spring RA.

July 2017
April 2017
Educators vote for OEA to stop lobbying for RESA in a New Business item at the 2017 Spring RA.

July 1, 2017
Kasich vetoes the provision of the budget that eliminates RESA. O.N.E urges educators to contact legislators and creates a petition.
Milestones

July 5, 2017
Early career partners hold a RESA protest at the State House and deliver the results of the petition.

July 8, 2017
O.N.E. develops and releases a survey to determine what needs to change about RESA.

July 2017

July 1, 2017
O.N.E. starts a petition to override Kasich’s veto and end RESA and it receives over 6000 signatures.

July 6, 2017
A backroom deal between ODE and the legislature results in Kasich’s veto not being overridden.

July 10, 2017
WOSU, our local NPR affiliate, features a story about the impact of RESA on ECEs.
Survey results

- Students lose time when their teachers have to complete RESA
- The lack of feedback on tasks makes RESA ineffective in improving teaching practice.
- Teachers in different settings (special ed, unified arts) are unfairly impacted by RESA.

Based on analysis of 439 responses
Proposed Solutions

- Eliminate the Resident Educator Summative Assessment (RESA).
- Make mentoring the cornerstone of induction into the teaching profession.
- Safe Harbor for teachers that lost their license due to RESA.

Based on analysis of 439 responses
Organizing Strategy: Use State Support

**Opportunities**

- OEA had connections with the Ohio Department of Education that O.N.E would have never been able to have on their own.

- OEA has been able to build on the work of O.N.E. by lobbying our legislature and building additional awareness on social media.

**Outcomes**

- When RESA was changed, an early career educator and O.N.E. member was at the table WITH our survey data.

- RESA continues to be monitored and is an issue of value to early career educators and OEA.
Organizing Strategy: Use Data Effectively

**Opportunities**

There are thousands of educators that have taken RESA.

O.N.E had over 6,000 people sign our original petition to end RESA.

**Outcomes**

We were able to capture signatures, stories and experiences of these educators to advocate for change.

We were able to craft a simple survey that effectively captured educator experiences.
Organizing Strategy: Leverage Social Media

**Opportunities**

- O.N.E. has a Facebook page that we use to share news, support new teachers, and promote events.
- O.N.E. used the increased traffic to the page to triple the number of likes and increase engagement by over 400%.

**Outcomes**

- O.N.E used our Facebook page to communicate about potential changes to RESA.
- We have been able to grow our team and our impact in the state.
Milestones

July 21, 2017
Safe Harbor announced for educators that did not pass RESA during the 2016-2017 school year.

July 13, 2017
Megan Flowers and OEA staff meet with Educopia and share the results of our survey.

July 21, 2017
O.N.E releases results of survey to public and encourages people to contact the State Board of Education and ODE.

August 2, 2017
ODE releases revamped RESA.

2017-2018
O.N.E. and OEA continue to monitor the new Resident Educator Program.
March 2017
Organizing to Build Capacity

January 2018
Session Outcomes

• By the end of this presentation, the learner will be able to identify state or local association issues that could be used to mobilize early career educators.

• By the end of this presentation, the learner will be able to identify and implement organizing strategies around important issues that affect early career educators.

• By the end of this presentation, the learner will be able to engage new educators within their association by utilizing strategies shared with them to promote change in educational policies.
• Please complete the evaluation for this breakout session by using the **NEA Summit Mobile APP**!

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