

Attributes of Student-Centered Bargaining and Advocacy

The following list of attributes was compiled from multiple student-centered bargaining and advocacy initiatives. Since each program will differ, these attributes are presented as suggestive effective options:

Commit to student-centered advocacy:

- Affiliate leaders committed to student-centered advocacy
- Statement of vision, beliefs, or values that include student-centered advocacy principles
- Analysis of Association's strengths, weaknesses, opportunities, and threats (SWOT)
- Local action (organizing) team to plan, coordinate, execute, and debrief activities
- Identify a trigger event to rally around

Engage members:

- Member contact information collected and current
- Association reps (building reps, stewards) trained in member engagement
- Building and worksite visits to meet with members one-on-one
- Member surveys that include student-centered questions
- Member support of the student-centered platform

Get on board with the community:

- Community contact information collected and current
- Potential community partners identified and vetted
- Community conversations or listening sessions
- Survey key local stakeholders to tap into the priorities of school communities
- Development of a community compact

Develop student-centered goals:

- Specific, measurable, achievable goals
- Association and community goals aligned
- Goals, platform, and message aligned
- Data used to frame issues and support messages

Collaborate with stakeholders:

- Collaborative relationship with local board and administration
- Interest-based processes used to solve problems and reconcile differences
- Participation in community coalitions or partnerships that advocate for racial/social justice issues in education

Communicate, coordinate, and be transparent:

- Communication pipeline for local teams (e.g., bargaining team and local action team)
- Two-way communication between local and community
- Community liaisons
- Local association website
- Facebook, Twitter, or other social media
- Resource document to explain goals and platform (e.g., schools our students deserve)
- Collective bargaining agreement posted online
- Contract proposals posted online
- Process or mechanism for sharing best practices and student-centered advocacy story
- System for collecting and sharing personal stories

Bargain:

- Proposals on permissive bargaining subjects
- Contract negotiations open to the public
- Community members on local action or bargaining teams
- Bargain or advocate for the common good