

NEA Center for Social Justice Partnership Memorandum of Agreement

DATE:

TOTAL AMOUNT OF NEA FUNDING:

TOTAL AMOUNT OF SEA/LEA FUNDING:

STATE/LOCAL AFFILIATE:

AFFILIATE MAILING ADDRESS:

AFFILIATE REPORTING CONTACT

FULL NAME:

EMAIL:

PHONE:

NOTE: *Payment will be issued to the Affiliate listed above.*

State affiliates that enter into partnership with the NEA Center for Social Justice agree to demonstrate a strong commitment to Racial Justice in Education, an NEA organization-wide priority, by emphasizing the following three practices:

1. Explicitly addresses racial equity (fairness and justice across racial groups) and the elimination of racism (racial inequities, disparities and bias) in its goals and plans;
2. Includes deliberate strategies to develop and expand the leadership of people of color, including new teachers of color and other stakeholders of color; and,
3. Includes specific activities that build connections and solidarity across different racial groups-- internally and externally--to expand multiracial unity and power.

Analysis Questions to Support the Assessment of Racial Impact

1. Does this work explicitly address racial inequities and impacts? Do materials, communications and work products from this work explicitly address racial inequities and impacts?
2. Who benefits from this work?
3. How many students or educators of color are positively impacted by this work?
4. Is there a racial justice disparity that is being addressed? Are conditions being improved?
5. Is the racial equity practice being introduced? Can this practice be systematized?
6. Does this work build NEA's Racial Justice muscle?
7. Does this work explicitly foster pathways for educators of color to play leadership roles in the work and in our association?
8. How does this work impact the identification, recruitment, engagement, and development of new and current members, activists and/or leaders of color?

PROJECT DESCRIPTION

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The project description includes how it aligns with the three racial justice practices stated above.

Brief Project Title:

Theory of Success: (What is the story you want to tell when the project is complete? How will you know that your project was successful?):

Project Focus:

Strategic Objective:

Advance Racial Justice in Education: *Support members in advancing racial justice in education and improving conditions for students, families, and communities through, awareness, capacity-building, partnership, and individual and collective action.*

Strategic Focus (check all that apply):

Awareness: *The objective is to build racial equity awareness and analytical capacity across our Association, fostering an understanding of key concepts such as institutional and systemic racism, implicit bias, racial equity and multiracial systemic solutions. Shared knowledge and conceptual clarity helps normalize explicit and constructive conversations about race.*

Capacity building: *The objective is to equip members, leaders, staff and partners with the skills, tools, strategies, resources and relationships to be effective leaders and advocates in the fight for racial justice in education.*

Action: *The objective is to engage and activate members, leaders and stakeholders in on-the-ground efforts to combat institutional racism and advance racial justice. Some actions are external—organizing to advance changes in our schools and communities—while others are internal—implementing equitable practices that change the Association’s work.*

Additional priorities this project will address (check all that apply):

My School, My Voice (Leveraging ESSA)

Early Career Educator Engagement

Affiliate Strength and Growth

Recruitment and Retention

Bargaining for the Common Good

Project Goals and Benchmarks:

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	GOALS What do you want to accomplish?	BENCHMARKS What does success look like? What are your numeric measures?
1.		
2.		
3.		
4.		
5.		

Note: Your interim and final reports must list and report on each goal.

Agreements

NEA shall:

1. Issue payments on the following schedule upon receipt of this signed MOA and satisfactory reporting of progress by the SEA.
 - a. Check No. 1
 - b. Check No. 2

- 1.
- 2.
- 3.
- 4.
- 5.

SEA shall:

1. Provide written updates to NEA around progress toward goals that reflects both transformational and transactional change using NEA-provided template on the following dates (normally precedes payment schedule by 30 days).
 - a. Report No. 1:
 - b. Report No. 2:

- 1.
- 2.
- 3.
- 4.
- 5.

Signatures

Signature & Title, SEA/LEA

Date

SEA/LEA Authorized Signature

Date