

**2020-2021 SAFE AND JUST SCHOOLS PARTNERSHIP FUNDING GUIDELINES**

**BACKGROUND**

The COVID-19 pandemic crisis exacerbated long-existing inequities within our education system, with the students and educators already marginalized suffering the biggest blow. In responding to this pandemic, NEA is uniquely positioned to leverage our collective power to unapologetically advocate for just education systems that support the health, safety, and success of *all* students and educators – particularly students and educators of color. Our members, as well as the students, families, and communities they serve are counting on NEA to lead in this moment. NEA commits to acknowledging its past role in contributing to the perpetuation of an unjust, institutionally racist education system and make defining and securing safe and just schools an organizational priority. The Safe and Just Schools Partnership Funding Program serves as a tangible example of that commitment during the current pandemic to organize to win for our students, our members, and our communities.

**DESCRIPTION & PROGRAM GOALS**

NEA State and Local Affiliates, Aspiring Eductor, and Retired Affiliates or Chapters, either individually or as groups, may apply for NEA Safe and Just Schools Partnership Funding (“SJSP Funding” or”). Funding will be made available to Affiliates and Chapters who demonstrate commitment and capacity to implement and explore initiatives and partnerships to dismantle systemic inequities and unjust education practices that hinder healthy, safe, and just learning and working environments for *each and every* student, educator, or public employee in their worksites and communities.

The goals of 2020-2021 Safe and Just Schools Partnership Funding are:

1. Ensure that public schools and institutions of higher education will protect the health, safety and the civil rights of students and adults.
2. Ensure that all plans for the 2020-2021 school year address racial and social justice, with a priority on the needs of native people, people of color, and the LGBTQ+ community.
3. Adapt high quality, equitable instructional practices and develop tools for virtual, hybrid, and in-person learning contexts with an emphasis on:
   1. advancing racial justice;
   2. eradicating white supremacy culture; and
   3. creating a culture of professional excellence.
4. Strengthen the connection between members and the NEA by developing sustainable member listening and communications processes that:
   1. identify educators' needs; and
   2. demonstrate that NEA is advocating for their health and safety, their professional practice, and the well-being of all students.
5. Utilize intentional and innovative experiments related to membership recruitment, engagement, and retention throughout the re-opening phases.
6. Test and implement new ways to recruit and engage community allies, with specific focus on parents and families.

It is the intention of Safe and Just Schools Partnership Funding to supplement and seed innovation and action within Affiliates and Chapters, schools, and education worksites to build capacity. Affiliates and Chapters are encouraged to dedicate human, in-kind, and financial resources to sustain successful funded programs and activities beyond the term of the funding period whenever possible.

**FUNDING RESTRICTIONS**

Awards may not be used to fund the following:

* Indirect or overhead expenses
* Large equipment purchases
* Expenses appropriately covered by the employer or district
* Legislative programs
* Political campaigns

**CRITERIA FOR EVALUATING FUNDING APPLICATIONS**

In making decisions, primary consideration is given to the following criteria:

1. Potential of the proposed program or activities to identify and mitigate systemic barriers to student and educator success, especially for students who are or have been disproportionately impacted by systemic and discriminatory racial and social justice policies;
2. Potential to expand the capacity of the Affiliate to lead in addressing issues of health and safety, and in transforming learning and working conditions to end racial and social injustice;
3. Strength of partnerships, coalitions, or alliances involved (excludes contractors and consultants) and degree of collaboration and commitment to the successful outcome of the project by all;
4. Potential for expansion or sustaining of the funded program;
5. Potential for extending the program, practice, or findings to other NEA Affiliates or Chapters;
6. Potential of innovation for the Affiliate(s) and presentation of new ways to recruit, engage, and retain members in addressing health and safety, or unjust learning conditions while demonstrating an intentional, strategic approach:
   1. informed by the Affiliate(s) membership, their students, and/or the community;
   2. promoting deep member engagement, leadership development, and collective action; and
   3. relying on data analytics, accountability, and continuous improvement.
7. Potential for leveraging Safe and Just Schools Partnership Funds with in-kind, matching, or external funding; and
8. Potential for leadership development, community and member engagement, and non-member recruitment opportunities in proposed programs and activities.

**APPLICATION PROCESS**

1. Applications submitted by or on behalf of individuals or external organizations will not be considered.
2. Applications will be accepted through July 31, 2021, and awarded on a rolling basis contingent on available funding. Applications will receive a response within 30 days of submission.
3. Application proposals are reviewed by an NEA cross center team.
4. Following review of an Affiliate’s Safe and Just Schools Partnership Funding proposal, NEA may request of an applicant:
   1. Additional information to clarify or support a proposal;
   2. Recommendations or verification of partner support and involvement; and
   3. Evaluation and/or assessment of previous or existing NEA grants to ensure they are in compliance with their intended goals and purpose.
5. NEA will determine the final funding based on:
   1. Alignment with the Safe and Just Schools Partnership Funding Guidelines;
   2. Affiliate previous performance with other NEA grant or program awards;
   3. Evaluation of proposed budget expenses;
   4. Affiliate fiscal need;
   5. Distribution of funding across Affiliates; and
   6. Available funds.
6. Proposals recommended for funding are submitted to the NEA President and NEA Executive Director, or designees, for review and consideration.
7. The NEA President and the NEA Executive Director, or designees, may approve the recommendation, reduce the amount of funding recommended, or reject the recommendation.
8. Funding decisions are final, but applicants may resubmit a revised application.
9. Funding is for one year in term and will typically range from $3,000 to $75,000 depending on the number of members, students, or community members associated with the grant.
10. Affiliates or Chapters are limited to one active Safe and Just Schools Partnership Funding project at any given time.
11. Revisions or amendments to these Guidelines are to be recommended by the NEA Budget Committee for consideration and approval by the NEA Executive Committee.

**REQUIREMENTS FOR REPORTING**

All funding recipients are expected to meet the guidelines described herein as well as to participate in a reporting process during and at the close of the funding cycle in order to adhere to NEA’s Financial Standards as established by the Center for Business Operations. Recipients are required to complete the interim and final progress reports as applicable, with a summary of program activities attempted, resources created, successes and lessons-learned, and to provide financial accounting for the life of the funding.