

TURNews

Teacher Union Reform Network
of AFT and NEA Locals

A PERIODICAL DEDICATED TO TEACHER UNION REFORM

Long Beach, California

www.TURNexchange.net

October 27 - 29, 2011

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TURN Recalibrates the School Reform Conversation

The spring meeting of the Teacher Union Reform Network on April 14-16 in Boston, MA was designed to determine the way forward for teacher unions in light of the new conditions brought on by the onslaught of attacks on teachers and their unions and the realities of fundamental changes in the structure and mission of public education.

Patrick Dolan, education consultant and author of *Restructuring Our Schools: A Primer for Systemic Change* provided some context for the TURN participants, pointing out that teacher unions are structured against a system that used to be very stable, but is now shifting very rapidly in terms of structure and mission - requiring affiliates of the two major national teacher unions to rethink how they can best serve the interests of their members. Says Dolan, "This is a sacred moment for answering the question of who you are, what you stand for, and what meaning you will bring to the table."

Ron Ferguson, Harvard University, discussed the *Tripod Survey: Classroom-Level Student Perceptions*. Research findings indicate that student perceptions of classroom practice can help in predicting learning outcomes and should be taken seriously by policy-makers.

Jeanne Oakes & Fred Frelow of the Ford Foundation, which has funded the establishment of the four new TURN regional satellites, described the foundation's shift of focus on extended time for learning. Oakes and Frelow see the time issue as an opportunity for unions to step into areas that are not about teacher quality.

Jo Anderson, DOE, talked about two recent major conferences hosted by the Department: the Labor-Management Collaboration (funded by the Ford Foundation), and the International Conference on Education, which invited 25 countries that do better than the US on assessments (sponsored by WNET).

Randi Weingarten, AFT President complemented the work of TURN, acknowledged the enormous challenge of defending unions while advancing the profession, and energized the group with a message of urgency in the current political climate. She noted that reformers on both sides are saying the same thing: schools have to change in order to prepare kids for a knowledge economy. TURN is in a position to lead out changes that can make a difference!



Jo Anderson, DOE, returns to TURN to share DOE's efforts to encourage and support labor-management collaboration to improve teaching and learning



AFT President, Randi Weingarten, rejoins national TURN participants during its Boston meeting.

Mid-Atlantic/Southeast TURN (MASE) Delves Into Teacher Effectiveness

Over 40 local leaders from across the Mid-Atlantic and Southeast Region met in Durham, North Carolina on Feb 19-20, 2011 to explore the topic of teacher effectiveness through a panel discussion that featured: Elena Silva, The Education Sector, Adriane Dorrington, NEA; Jo Anderson, DOE; Carolyn McKinney, Exec. Dir. of the NC Professional Teaching Standards Commission; Kitty Boitnott, Pres. of the Virginia Education Association, Brad Jupp, DOE; and Melissa Rasberry, Center for Teaching Quality.

Additional presentations featured:

- *What makes an effective school?* Jacques Nacson, presented NEA's Keys to Excellence for Your School (KEYS) an assessment system and approach to continuous school improvement, and provided comparisons to other assessment systems.
- *What makes an effective local?* Mary McDonald, Consortium for Educational Change & GL TURN Co- Coordinator, explained the Three Frames of Unionism.

At the end of the meeting, local action plans were posted and shared.

MASE TURN will meet again on October 15-16, 2011 at the Hilton North Raleigh/Midtown Hotel, 3415 Wake Forest Road, Raleigh, NC. Hotel reservations can be made by calling 1-800-HILTONS by September 21, 2011. Teacher organizations are encouraged to invite representatives from their school administrations to participate in this summit.

<http://turnexchange.net/mase.html>



MASE TURN features a panel of educators, policy makers and union leaders to delve into issues that impact teacher effectiveness

MASE TURN Co-Directors:

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Southwest TURN Focuses on “Results For Students”

Southwest TURN met on April 17, 2011, immediately following the national TURN meeting in Boston. Participants began their meeting by focusing on the issue of “time” with a presentation by Roy Chan, of the National Center on Time and Learning. The balance of this session was devoted to developing an educators’ view of authentic, meaningful school reform that could be offered as a “better way” to improve our schools. SW TURN is taking seriously the admonition, “if you don’t have a plan, theirs will do.”

SW TURN participants met again on June 9-10, 2011 in Las Vegas with 30 representatives from NEA and AFT locals from Colorado, Kansas, Nebraska, New Mexico, Nevada and Texas, to continue their efforts on “Results for Students”. In addition, Larry Spotts, Jefferson County UniServ Director, using materials from the FrameWorks Institute, led a discussion around how their unions can more effectively frame their message in ways that capture the interests of the public and policymakers.

Other presenters included:

- Bill Lopez, Boulder/Westminister UniServ, provided information regarding Adams 50 School District’s Standards-based Education model.
- Katie Hofman, shared Cincinnati Federation of Teachers’ recently approved contractual agreement which includes student achievement as a factor in teacher evaluation and compensation.
- Roy Chan, National Center for Time and Learning, provided an update on the efforts of districts to extend learning time.

SW TURN also hosted a webinar on August 5, 2011 to continue its efforts to develop and frame their message captured in “Results for Students”.

The work of Southwest TURN is facilitated by APA Consulting and supported in part through a grant from the Rose Community Foundation and the Ford Foundation.

The next meeting for SW TURN will be on October 27-30, in conjunction with National TURN, in Long Beach, California.

<http://turnexchange.net/southwest.html>

SW TURN Co-Directors:

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“This is a scared moment for answering the question of who you are, what you stand for, and what meaning you will bring to the table.” — Patrick Dolan

Great Lakes TURN Examines Value-Added Measures

GreatLakes TURN Co-Directors:
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The May 4-5, 2011 meeting of GL TURN in St. Charles, IL attracted 29 district/union teams and over 130 people from the six Great Lakes states to hear presentations and share updates on efforts to use value-added data to improve teacher effectiveness and appraisal systems.

Patrick Dolan set the context for the conference with a presentation: *The New Reality for Public Education*, in which he explained the rapid shift of policy both upward, to the national level, and downward, to the school level.

Other presentations included:

Steve Cantrell, MET Project - Bill & Melinda Gates Foundation, outlined the work of The Tripod Project as one of the multiple measures to improve teacher effectiveness.

Rob Meyer, Director of the Value-Added Research Center, provided a deeper understanding of Value-Added Data and its use to improve professional practices and student learning.

A team representing Maysville School District in Zanesville, Ohio, included Monte Bainter, Supt.; James Retton, Principal, Tom Musgrave, Principal, and Cindy Miller, Teacher and union leader. They shared their work around the use of value-added data and their plans to use it as part of a merit-pay system.

Focus groups topics included:

- Teacher Placement (RIF, Hiring, Seniority, Tenure)
- Extended Learning Time (PD, Collaboration, Schedules)
- Fairness/Sameness = Equity/Achievement Gap
- Use of Value-Added Data to drive professional development, hiring practices, compensation, dismissal/layoffs, etc.

District teams met to debrief, with consultants from Value Added Research Center joining their discussions to answer questions, and provide additional information and guidance as teams planned ways to move their efforts forward.

The next GL TURN meeting will be on November 3-4, 2011 in the Chicago area. Topics include:

- *The Ever-changing Landscape of Public Education and its Impact on Labor-Management* by Dr. W. Patrick Dolan, Education Consultant with the GE Foundation,
- Using *Student Survey Data among the Multiple Measures to Improve Student Learning* by Rob Ramsdell, The Tripod Project, Cambridge Education
- Hillsborough County, Florida – Union-Management's joint efforts to develop and implement a comprehensive Teacher Evaluation System using Danielson Framework, student growth data, and professional development to improve teacher practice.
- Digging Deeper into the Use of Value-Added Data to Improve Student Learning
- Team Planning time with GL TURN Consultants, Colleagues and Presenters as Critical Friends

<http://turnexchange.net/greatlakes.html>

Northeast TURN Links With State Union Reform Efforts

Northeast TURN Regional Coordinators:
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Northeast TURN has been primarily focusing its efforts around networking, over its 5-year history. Recently, Race To The Top (RTTT) and State Improvement Grants (SIG) driven their meeting agenda topics, due to the fact that all states in their TURN region are funded through one or the other of the federal programs. NE TURN has strong connections and direct involvement with state-level union leaders throughout the region. Especially significant has been the influence of the Massachusetts Teachers Association's Teacher Evaluation Model. For more information about their previous work, log onto the NE TURN website at www.turnexchange.net.

NE TURN will meet next in Boston, Massachusetts on September 23, 2011. Dr. W. Patrick Dolan and US Department of Education Sr. Policy Advisory, Jo Anderson will be joining them. Presentations will feature:

- Patrick Dolan: The Changing Landscape of Public Education- Exploring the Union's Roles and Responsibilities in Improving Teaching and Learning
- Jo Anderson: Federal Policies for Teaching Quality through RTTT and SIG Grants
- Panel Discussion with Union Leaders: Changes & Challenges of RTTT and SIG
- Kathleen Skinner: Research & Practice – MTA's Teacher Evaluation Model-an Update on Implementation
- Chris Colbath-Hess, Cambridge Teachers Association, and Mike Foley, Syracuse Federation of Teachers: Beginning and Sustaining a Peer Assistance and Review (PAR) Program

<http://turnexchange.net/northeast.html>

TURN Mission Statement

Teacher unions must provide leadership for the collective voice of their members. Teacher unions have a responsibility to students, their families, and to the broader society. Teacher unions are committed to public education as a vital element of our democracy. What unites these responsibilities is our commitment to help all children learn.

We affirm the union's responsibility to collaborate with other stakeholders in public education and to seek consistently higher levels of student achievement by:

- *Improving continuously the quality of teaching.*
- *Promoting in public education and in the union democratic dynamics, fairness, and due process for all.*
- *Seeking to expand the scope of collective bargaining to include instructional and professional issues.*
- *Improving on an ongoing basis the terms and conditions under which both adults and children work and learn.*



TURN Regional Coordinators Set Future Course

TURN Regional Coordinators met on July 7, 2011 in Lisle, IL to review accomplishments under the Ford Incubation grant, coordinate regional efforts for the coming year, and frame a set of issues/questions for the National TURN meeting, in October.

The TURN Regions will continue efforts to promote action research where union leadership focus on improving policies, practices and programs that impact teaching and learning. In addition, TURN regions will build upon a shared curriculum that includes:

- Build labor-management collaborative teams to address issues impacting teaching and learning
- Identify an area of focus that impacts teaching and learning to address in each TURN region
- Share and communicate the learning from the work addressed in the TURN regions
- Strive to position local, state and national union affiliates as leading drivers of teaching and learning policies and programs.

CalTURN - Calls for Labor Management Collaboration

Eleven union-district teams from California met on May 4-5, 2011 in Los Angeles to attend the initial labor-management conference co-sponsored by CalTURN and WestEd.

The conference focused on sharing innovative and significant practices that have had a positive effect on professionalism and student achievement. An evening session opened the conference with an overview and keynotes from Ken Futernick, Director, School Turnaround Center at WestEd, CalTURN Co-Directors Tom Alves & Kate McKenna, and TURN Director Adam Urbanski.

Friday's presentations featured:

- "Lessons on Labor/Management Collaboration" by Ken Futernick, Director of School Turnaround Center at WestEd.
- "Federal Support for Labor/Management Collaboration" by Jo Anderson, Senior Advisor to the US Secretary of Education.
- "Managing Budgets During a Crisis" a panel discussion moderated by Ron Bennett, Pres. and CEO of School Services, Inc. and featuring Pat Jaurequi, School Supt; Tom Alves, Exec. Dir. of San Juan Education Association, Don Raczka, State Mediation and Conciliation Services, John Collins, School Supt. and Candy Smiley, Pres. of Poway Education Association.

CalTURN will meet next on October 25-26, 2011 prior to the National TURN meeting in Long Beach, California.

<http://turnexchange.net/calturn.html>

CalTURN Co-Directors: Tom Alves (talves@sjta.org) • Kate McKenna (katemck48@gmail.com)



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CALENDAR OF TURN DATES

NE TURN	Boston, MA	September 23, 2011
MASE TURN	Raleigh-Durham, NC	October 15-16, 2011
CalTURN	Long Beach, CA	October 26-27, 2011
National TURN	Long Beach, CA	October 27-29, 2011
SW TURN	Long Beach, CA	October 27-30, 2011
GL TURN	Chicago Area	November 3-4, 2011