



Labor-Management-Community Partnerships Address Opportunity Gaps

GL Cincinnati, OH
May 11-12, 2017

Great Lakes TURN returned to Cincinnati, Ohio, to focus on how to advance labor-management-community partnerships to address the opportunity gaps that impact student success. Melissa Cropper, President of the Ohio Federation of Teachers, along with Cincinnati Federation of Teachers President, Julie Sellers, and Cincinnati Public Schools Superintendent, Mary Ronan, extended a warm welcome to the GL TURN participants.

Union, school and district leaders from Illinois, Michigan, Maryland, Minneso-

ta, Ohio and the District of Columbia came together to examine trauma-informed practices that address the social-emotional-academic learning needs of students.

Ohio State Senator Peggy Lehner, Chris Runge, AFT Director of Public Services, and OFT President Melissa Cropper joined the labor management teams for a discussion of the National Council of State Legislature's report on building world class education systems – state by state – and its current implications for Ohio.

Sellers and CPS officials shared Cincinnati Schools equity policy and

described the commitment to differentiated partnerships in their community learning center schools. A school-based team shared tools and strategies for coordinating services that directly impact student success.

Kathy Buzad, AFT Consultant, and Mary McDonald, GL TURN Co-Director, provided opportunities for GL TURN teams to look at ways to strengthen coherence in schools and classrooms through collaborative partnerships.

Great Lakes TURN Co-Directors

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Charting Our Course: Excellence and Equity Through Collaborative Partnerships

NE New Brunswick, NJ
March 17-18, 2017

Saul Rubinstein presented his most recent research at the fall conference in Cambridge. Findings show that labor-management collaboration has a positive impact on student learning, poverty and teacher turnover. District leadership teams from Quaboug and Montgomery Townships shared their learnings. Mike Lamb from TURN AROUND for CHILDREN provided a keynote on Social and Emotional Learning, including the impact of trauma on the brain and learning. A breakout session on restorative justice provided training in an alternative path for discipline.

NE TURN returned to Rutgers University for the spring conference. The conference started with a tribute to Patrick Dolan. A year prior, he was in the room, pushing the group's thinking.

"This work we are about is as important a work as there is to be done. We must do it with courage, and with vision but we must also do it with good theory and deep experiences and practice—and with grace."

– W.P. Dolan

The group gathered that evening on St Patrick's day to toast our good friend and colleague.

The group continued to learn about social-emotional learning, how to engage in difficult conversations and using SEL to improve instruction.

In May, NE TURN partnered with the Maine Education Association to co-host a Maine TURN meeting. Early Ca-

reer Leadership Fellows from SAD 55 shared their experiences in this NEA leadership initiative. This program and the sounding board conversations with other educators help break the cycle of isolation often reported by new educators. Carrie Foster shared an international perspective on SEL and what other countries are doing in this area. Foster is a Fulbright Scholar and will be heading to Singapore to study SEL spring 2018. Looking forward to her bringing back her knowledge and sharing at upcoming TURN events.

Plans are in place for a summer Maine TURN training for building level administrators and union reps. More on this soon.

Northeast TURN Director

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Results for Students

SW Las Vegas, NV
April 21-22, 2017

Engaging and enlightening are two words that can be used to describe the Southwest TURN Spring meeting held on April 21 and 22, in Las Vegas, Nevada. A simple overview of the union's work in Clark County, Nevada, by Theo Small, CCEA Vice President, turned into a powerful example of how a union transforms itself as a member-driven organization and can position itself as the pre-eminent voice on educational policy and reform in a city and state.

Brian Beallor from NEA highlighted the work being done across the country in locals like St. Paul and

Sacramento. This conversation really helped the group understand how to start down the road of student-centered advocacy and bargaining for the common good.

In the third session, the Aurora EA, led by president Amy Nichols, emulated the best in engaging pedagogy as they taught the group about their own teacher-powered community school, as well as the teacher-powered school movement growing throughout the country.

Many participants reported this was one of the most powerful meetings they have ever attended. The power of sharing the work of union locals and the honest exchange of information and ideas as each local described their union's transformative

process created space where ideas shared will turn into union work in many of locals. SW TURN participants left inspired.

A heart-felt thank you to Bruce Dickenson for his wisdom, dedication, caring and hard work as the SW TURN Co-Director. Shelley Potter, (San Antonio, Texas) and Amy Nichols (Aurora, Colorado) will take his place and join Ellen Bernstein as the Co-Directors of SW TURN.

Southwest TURN Co-Directors

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REGIONAL TURN ACTIVITIES 2017

CA CALTURN
October 5-6, 2017, Southern CA

MS MASE/FLORIDA TURN
October 14, 2017, Pensacola, FL

GL GREAT LAKES TURN
November 2-3, 2017, Naperville, IL

NE NORTHEAST TURN
September 22-23, 2017, Boston, MA

NW NORTHWEST TURN
October 20-21, 2017, Portland, OR

SW SOUTHWEST TURN
November 17-18, 2017, CO

Co-Director Retirements

Thank you and congratulations to Tom Alves, Kate McKenna (Cal TURN) and Bruce Dickinson (SW TURN), Regional Co-Directors, who have "retired" from their positions this year.

Tom Alves served as Cal TURN Regional Coordinator from 2001-2004. In August 2010, Kate McKenna joined Tom to restart Cal TURN with about 10 participants. He is most proud of the fact that Cal TURN continued to foster innovation and change through a collaborative methodology without ever sacrificing commitment to core union values. Tom plans to do what he can to stay healthy and spend time with grandkids and family.

For Kate, the growth and maturing of Cal TURN has been gratifying. Specifically, the use of the TURN model for conversations about the work, and opening the work for discussion and critiques, has helped teams move the

questions deeper while learning from one another. Kate is looking forward to having more time to travel and spend time with her grown kids and, especially, her eight grandchildren.

Following a term as co-director of National TURN, Bruce began the work of SW TURN with Ellen Bernstein in 2008. When asked about his role as SW TURN Co-Director Bruce says: "I feel best about the fledgling efforts in learning about how to message our ideas and values so that it triggers an appropriate response in others and developing a 'better way plan' that truly reflects the teacher view about what education reform should look like." Bruce is looking forward to having free time to "see what happens."



Tom Alves, Kate McKenna, Bruce Dickinson

MASE TURN

MS As a result of last summer's Regional TURN Conference, two districts from the MASE TURN region have expanded their participation with MASE TURN. MASE TURN was able to provide support for a staff development meeting regarding Social Emotional Learning at Sully Elementary School in Loudoun County, Virginia. The Sully team's enthusiasm for learning more about this topic has carried over to other schools within their high school pyramid. Plans are to work with them regarding a potential staff development on Social Emotional Learning and Community Partnerships.

A Guilford County NCAE team also attended the Summer Regional TURN Conference and as a result, wrote and received an NEA grant to train trainers across their county in various aspects of social emotional learning. The team will be hosting the June 24-25 MASE TURN meeting and will be receiving a four-day training from the Consortium for Educational Change on social emotional learning.

The Prince Georges County Educators Association team attended the Summer Regional TURN Conference and continues to use knowledge gained from their participation to further their work in restorative practices.

Florida TURN

Florida TURN is working on making changes in its conference format to better facilitate the needs of a large, diverse region. Plans are to move to a Saturday "drive-in meeting" that will allow surrounding districts in Florida, Alabama and Mississippi to take advantage of TURN resources at more affordable costs. This approach will also allow for the planning of a conference that will be tailored to regional needs. FL TURN is looking forward to working with Escambia as host for its first drive-in meeting set for October 14, 2017 at the Escambia Education Association. If this proves to be successful, the vision is to hold other similar conferences in the central and southern areas of Florida.

Mid-Atlantic/Southeast / Florida TURN Co-Directors

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A Systems Approach to Promoting Excellence and Equity

CA **Sacramento, CA** More than 120 teacher union leaders, school administrators, and CSEA chapter leaders in California participated in the spring CalTURN Conference in Sacramento. The conference, *A Systems Approach To Promoting Equity and Excellence*, provided participants with the opportunity to enrich their skills with a set of strategies and techniques that go beyond a set of quick fixes.

Given that the discipline of systems thinking is the study of system structures and behavior, the labor-management teams were introduced to the latest research by Saul Rubenstein. Specifically, the study shows that formal partnerships between teacher unions, administrators, and teachers at the school site are a significant predictor of student performance after poverty and school type are taken into account.

This study also revealed preliminary data that begins to identify specific behavioral conditions such as psychological safety to voice concerns and opinions, and the amount of autonomy afforded teachers, are important cultural attributes in high-performing schools. Moreno Valley shared their experience on how the focusing on the relationship between site-level faculty reps and administrators impacted the school culture.

An additional value of systems thinking combined with a formal partnership is that it provides better conditions for innovation. The two-day conference also included a presentation of "The Unschool," a radical alternative school structure and a product of the partnership between the San Juan Teachers Association and the school district. The mission of the school "is to ignite our students' creative genius by ensuring a challenging, relevant, and joyful education".

Additional breakout sessions focused on sustaining the transformation included "Managing Conflict Through Difficult Conversations" and the "Four Player System," an approach that brings a rich sense of listening and respect to the conversation.

CalTURN Director

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Charting Our Course: Equity and Excellence Through Collaborative Partnerships

NW Federal Way, WA
May 13-14, 2016

Northwest TURN's two conference agendas were packed with ideas for building labor-management collaboration, as well as filled with practical ways to build inclusive and supportive schools. At the fall conference in Portland, Oregon, and the spring conference in Federal Way, Association leaders and district administrators continued their conversations about how collaboration can positively affect student learning and empower teachers and support professionals.

Learning about the Rutgers & Cornell research study on the impact of collaboration validates and deepens the commitment to collaboration. District and association teams reflected upon their efforts to build collaborative structures within their districts,

both to improve student success, but also to keep educators in high poverty schools. The work of Salem-Keizer with NEA and CEC to develop early career leadership Education Association was highlighted as another means to strengthen the union and improve teaching.

Each conference also highlighted different hands-on, practical, and collaborative efforts in districts and in sites. By combining these two aspects – the theory and the practice – participants came away understanding the “why” and the “how” of the changes they choose to pursue. Participants also began to learn together and from each other. While research indicates that adverse childhood experiences influence a student’s ability to learn, Gresham-Barlow, Oregon Trail, Spokane and Wenatchee educators shared their different programs,

some at the district level and some specific to the unique challenges of one building, to support these students. Woodbury and Spokane educators also explained their programs to make immigrant students feel more comfortable in their new environment and more likely to be successful. Educators from Pasco walked through a program sponsored by the Washington Education Association through a grant with NEA to help teachers create culturally responsive classrooms. Seattle educators showed the group how they used their collective bargaining process to address equity issues, creating and funding site-based teams to identify site-specific problems and remedies.

Northwest TURN Co-Coordinators

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Video resources are available on our website at: turnweb.org/video



Welcome New Regional Coordinators!

CAL TURN Shannan Brown
SW TURN Amy Nichols, Shelley Potter

In Memory of Dr. W. Patrick Dolan

It is with heavy heart and great sorrow that we share the news that Dr. W. Patrick Dolan, a long-time friend, colleague and mentor, passed away at the age of 77 on Nov. 27, 2016.

Patrick was a trailblazer on systemic change and a tremendous asset to CEC, the TURN networks, districts, schools and leaders in education and in



many other disciplines. He was a preeminent consultant to labor and management, as he worked to open, clarify, and improve that relationship as a means to improving the work of organizations in the public and private sectors.

After serving in academic administrative posts at Georgetown University and St. Louis University, Patrick founded his own consulting firm in Kansas City, Missouri, in 1976. For the next 20 years, the firm did pioneering work in labor-management change in large institutional settings.

In 1992, Patrick broadened the focus

of his work to public education, always working from a joint perspective of union-management collaboration. He consulted with the major teacher unions at national, state, and local levels.

Patrick’s groundbreaking book on public education, “Restructuring Our Schools, A Primer on Systemic Change,” is in its fourth printing.

Patrick will be greatly missed and it is incumbent upon all of us to carry on his legacy by continuing to work toward labor-management collaboration throughout schools and districts across the nation.