

**December 10-11, 2010 (NEA Headquarters, Washington, D.C.)**

- **State Directors:** *Eric Minore, Drew Campbell, Dan Quinn, Tom Brenner, Katherine Murphy, Connie Boylan, and Frank Burger.*
- **Alternate NEA Director (NEA Retired):** *Mary Christian*
- **At-Large Director:** *Maury Koffman.*
- **Officers:** *Iris Salters, Peggy McLellan, and Steve Cook.*

“If you find yourself in a hole, stop digging”

The underlying theme of the week could not have been clearer: **REFORM**. Reform taxes, reform military policy, reform government control, and of course, reform to our education system.

The issue that NEA and our state and local affiliates have been faced with during the past year is undeniable: **we have lost control of the dialog concerning education**. We are faced with the problem of how to not only reclaim the debate about what works in education, but how our association can be the leader in education reform.

NEA is attempting to reclaim our place as the experts in teaching and learning, and redefining our role. Your directors heard about the impact of state and national reforms, the problems that many of our colleagues in other states are experiencing.

NEA is attempting to shift the discussion towards our members being the experts in school reform and what we see as the vision for teaching and learning in America. There were reports on NEA’s new Commission on Effective Teaching, a report about what evaluations and teacher compensation models should include. And there were discussions about how we can take charge and fight the attacks on public education. **NEA will be active in shaping the debate!**



Your NEA Directors:

(*From left*)—

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Thursday December 9, 2010

Lobby Day was an exciting day. The lame-duck session was busy rearranging the furniture, moving offices, working on a Continuing Resolution (CR) for the 2011 Budget, while the Senate was debating “Don’t Ask Don’t Tell” (DADT) and the DREAM ACT, and there was Democratic revolt in the House on the President’s compromise on the Bush era tax cuts and unemployment extension. Bernie Sanders (VT) was involved in an eight-hour filibuster.

The board’s efforts were primarily focused on the report of the Fiscal Deficit Commission, which has made recommendations to make massive cuts to discretionary programs that support education and has recommended altering Social Security.

In our lobby appointments, we spoke to our representatives about the important role that education plays in economic development and our concern for education funding becoming a competitive process. We were able to discuss and leave information about the education of the “whole” child and the importance of non-tested areas of education. Your NEA directors spent time discussing our views on the reauthorization of ESEA. We included information about fully funding IDEA and the consequences of diverting funds from education into non-education areas to support pet projects of the administration and/or Department of Education.

As *ESEA reauthorization* approaches, there will be a new Chair of the Education Committee, **John Kline (R)** Minnesota, who has been critical of the Obama administration’s blueprint and Duncan’s policies. In addition, **John Boehner (R)** of Ohio was named Speaker. He was one of the primary authors of the NCLB law passed during the Bush (43) years.



Friday December 10, 2010

Education for All—Education International

Global Education Reform, NEA HQ—the NEA Board heard from two active leaders from Australia and EI (Education International) on the topic of Global Education Reform. Both leaders spoke about the challenges facing not only the AEU, but the plea for a global look at Education Reform.



Susan Hopgood is both President of Education International (EI) and the Federal Secretary of the Australian Education Union (AEU). The AEU has a membership of 185,000 teachers and education workers across pre-schools, schools and vocational education institutions in the public sector in Australia. Susan spoke about the work of EI and what global education needs to be working on. **Angelo Gavrielatos** was elected to the position of Federal President of the Australian Education Union in 2008. Angelo is also active in the development and implementation of Education International (EI) Development and Cooperation programs. Angelo, spoke about the problems facing teachers in Australia, and unfortunately Australia is going through *many* of the same attacks as the United States.

President's Welcome and Overview

NEA is creating a "War Room" to work on the following issues (this effort was started in anticipation of ESEA Reauthorization).

- **Battles that state affiliates are waging.**
- **NEA's Priority Schools Campaign**
- **ESEA Reauthorization**
- **Opposition Research**

Dennis made a passionate plea to Board members to mobilize our members to be active and visit/join www.educationvotes.nea.org. Every member should be participating in our advocacy. He reminded us that we need to be active members in educating our communities about the successes of our schools. NEA needs to be a leader and take charge of our profession. *NEA is committed to pushing our **Priority Schools Campaign** (see note later).*

Dennis also wanted us to take home information about <http://go.NEAFund.org>. The NEA Fund is our voice for public education in Washington – and now we have a powerful new tool to make that voice even louder. Our personal fundraising platform, go.NEAFund.org, makes it easier than ever to join with NEA members from across the country in raising funds online.

We also heard receive information on the Commission on Effective Teachers and Teaching. The commission will help us redefine and take back the dialog on effective teaching. The commission met in Washington while we were meeting as a board. **Their charge:** *What would it mean if the association took responsibility for the learning in a classroom (evaluations, testing, professional development, and leadership goals)?*

NEWS: NEA taps 21 educators for independent panel to study teaching profession

NEA announced that it is creating a national, independent commission to study the teaching profession and make recommendations on maximizing teacher and teaching effectiveness. The new [Commission on Effective Teachers and Teaching](#) (CETT) will draw on the wisdom and experience of 21 accomplished teachers—supported by researchers, policymakers and academicians—who will examine the policies and practices governing the teaching profession and craft a new teacher-centered vision of teaching and the teaching profession.

The Commission will meet four to six times over the next year and conduct public hearings to gather input on topics of interest to the panel. Individual members of the Commission will work on various committees and activities in order to accomplish the goal of delivering preliminary recommendations to the 2011 NEA Representative Assembly in Chicago. <http://www.nea.org/ra>



Great Public Schools for Every Child

Executive Director John I. Wilson to leave NEA

- John Wilson has been involved in a myriad of activities related to improving high school graduation rates and attempting to embed our Priority Schools Campaign into the national discussion on school improvement.
- John has been meeting with a variety of groups to discuss the role that assessment and data can play in teacher effectiveness.
- NEA has been involved in surveying schools and staff about bullying. 98% of those surveyed felt that staff can be involved in stopping bullying.
- **Executive Director: John I. Wilson announced that he will be leaving NEA effective August 31, 2011. He will be involved in a transition to a new executive to lead NEA into the future.**
- Deputy Director **John Stocks** was announced as a successor effective September 1, 2011.
- Stocks will be leading a strategic Crisis Fund (\$5 million) approved by the board to fight ballot initiatives and dangerous public policy with our state affiliates.



John Stocks—Deputy Executive Director

Stocks stated that NEA plans to address the attacks on public education. Our challenges have shifted to the state level, and NEA will be ready to assist in the resistance to the perfect storm (the economic tsunami and our legislative realities). And NEA is attempting to find a path in the education reform arena; these groups are going beyond traditional messaging systems.

Question: How do we address the anti-union and anti-public sector groups? We are living in a new environment which will stress our current structures and encourage us to reform how we build our organization.

Key Concepts from Stocks:

How do we address the attacks on public education?

We need high-quality research to debunk attacks and changes in public policy.

- Educational Research
- Public Opinion Research
- Member Opinion Research
- Goal: Improve our messaging

REPORTS: POST ELECTION LANDSCAPE

- Election 2010 Recap
- Leg. Landscape – Post 2010 Election
- Current Environment

Karen White—(Campaigns and Elections)

Major changes in Governorships across the nation, education-friendly candidates lost in 6 key states.

- Lost 20 chambers across the nation.
- Lost the US House of Representatives
- Retained the US Senate
- Several successes in electing education friendly candidates.
- Lisa Murkowski (AK) won a write-in campaign in the US Senate (NEA endorsed).

The election has shifted the education climate in the United States and we face many challenges in the coming years. **2012 is a big year for the US Senate, and President.**

Kim Anderson—(Government Affairs)

2010 was a “wave” election and there was a “seismic shift”. 680 pro-education leaders were lost nationwide. What does this mean?

We Have Four fights Ahead—

1. Budget
2. Pensions
3. Repeal of – (attacks on UNIONS)
 - a. Collective bargaining
 - b. Agency shop
 - c. PAC payroll deduction
 - d. Binding Arbitration
4. Education Reform
 - a. Teacher Evaluation
 - b. Teacher Compensation
 - c. Tenure (due process)
 - d. Seniority
 - e. Caps on Charters
 - f. Teacher licensing/credentialing

And our ongoing efforts—

- ESEA Reauthorization
- Priority Schools Campaign

Headline News

The NEA Board heard from a variety of departments and the ongoing efforts of the departments. Below are a few highlights of those efforts.

Membership and Organizing: Work is continuing in a number of new growth areas in early childhood centers and public charter schools.

Higher Education: There is a new structure with greater visibility, a development of an emerging leader academy, and a huge growth in campus organizing. **Membership is up 1.9%** from last year. NCHC President was participant in White House Summit on Community Colleges.

Strategic Federal Initiatives (SFI): Much of the work is leveraged through Priority Schools and the education of the “whole” child. Links between economics and learning, hunger and learning, and support for all children. Working with other federal agencies (beyond Dept. of Ed) to explore partnership with education issues.

ESPQ Department: Successfully pushed for and assisted in the Child Nutrition Act and secured PD for food service workers. *ESP Leaders for Tomorrow* is now eligible for up to 7 credit hours. ESP members are an essential part of delivering optimal learning.

Constituent Relations:

Student Program—This is a core growth area for NEA. Each new Student NEA member represents the growth and future of the organization. Student members are active in a variety of efforts supporting the core mission of NEA.

Retired—NEA Retired are an part of many of NEA’s core programs. Active in fighting for the repeal of GPO/WEP and Secure Pension Protection. NEA is recruiting retirees and pre-retirees to assist in our fights ahead.



Priority Schools Campaign

NEA is taking a leadership role in the school improvement process and transforming public education in struggling areas. Members from all schools nationwide should be reminded that NEA is a major player in the school reform process. We need to be a part of the dialog and should be taking the lead in improving education nationwide.

<http://neaprioritieschools.org/>

Turning around lower-performing schools is a high priority for the 3.2 million members of the National Education Association. By leading permanent changes in these Priority Schools, we will transform the lives of tens of thousands of students by significantly raising academic achievement.

The Priority Schools Campaign grew out of a mandate from NEA’s annual Representative Assembly, where more than 9,000 delegates voted to focus resources on informing and engaging members in collaborative work to transform lower-performing schools, our priority schools. The campaign supports:

- School transformation approaches that involve educators, communities and policymakers in state capitols, in Congress and in the Obama administration.
- Collaboration on innovative programs to measure student success and teacher quality.
- Attracting and keeping the best educators and necessary resources for the schools of greatest need.

Albert Einstein—*the definition of insanity: doing the same thing over and over again and expecting different results.*

NEA Teacher Quality (Reform):

- NEA has developed a whitepaper on a framework for teacher quality and teacher effectiveness.
- NEA has identified the core purposes and values of a comprehensive teacher growth and development system to meet the demands of the 21st century.
- Policy makers have focused on teacher effectiveness reform.
- 36 states have reformed laws that measure student learning as a part of teacher evaluation (RTTT).

Core Areas:

1. Safe and open collaboration is necessary.
2. Measure of teacher performance using multiple ratings and based on clear teaching standards are most helpful and meaningful in the formative growth process.
3. Integrated systems must link evaluation procedures
4. Validated instruments
5. Teacher input is necessary.
6. Decisions should be made at the local level by collective bargaining.

Two Major Challenges:

1. Formative and Summative are intermingled.
2. Using a single assessment is not enough to measure what it means to be an effective teacher.

The White Paper covers NEA's position on Teacher Evaluation and how we can use Teacher Evaluations to improve student learning. This report attempts to make recommendations for states and locals to develop evaluations that are based on assisting teachers to improve teaching and learning.

NEA Professional Growth Salary Schedule (as reported by Bill Raabe):

The NEA developed the Professional Growth Salary Schedule to provide an alternative framework for recruiting and retaining the best and the brightest college graduates to our nation's public schools.

A professional growth salary schedule must be accompanied by 1) a quality teacher assessment system to measure the effectiveness of teachers' practice; and 2) high quality professional development to provide teachers with the knowledge and skills needed to provide every student with a quality education.

Principles of compensation:

- ✓ Base Salary (\$40,000)
- ✓ Association Involvement (bargaining)
- ✓ Salary Levels (tiers)
- ✓ Advancement through Levels
- ✓ Link pay to quality professional development
- ✓ Knowledge and skills
- ✓ Funding
- ✓ Flexible
- ✓ Transparent
- ✓ Program Assessment
- ✓ Linkage to Licensure
- ✓ Longer school year (compensation)
- ✓ Student progress (measuring learning)

"We know that experience makes a difference in student achievement -- teachers get better," said Bill Raabe, director of collective bargaining at the National Education Association, the largest teachers' union. "And additional training, too, whether it's a master's degree or some other way a teacher has improved her content knowledge; we think it ought to be compensated."



Hispanic Observance: Dr. Theresa Montaña

Latino Lazos, What is Latino/a-Hispanic? The NEA board heard from Dr. Montaña about the important role that Latino/a leaders play in the development of politics and education. She spoke about the need to recognize the cultural differences of Hispanic Americans, while recognizing the role that they play in American history. Her speech discussed the continuing impact of Latino growth in the United States. Latino population growth has moved out of the traditional areas of the United States. Latinos generally live in urban areas and are dependent upon public education. The role of education in the development of the Hispanic community was not only emphasized, it was noted that public schools are the backbone for educational and economic development. Dr. Montaña spoke about the misconceptions about Latino students, and the need to breakdown traditional stereotypes and unequal access to good public schools. She also spoke to the importance of passing the DREAM ACT, to create a pathway to citizenship and access to college education.

Special Election:



Education International World Congress

The NEA Board elected eight (8) members to represent NEA at the World International Congress in Cape Town, South Africa, July 22-26, 2011.

The World Congress, held every four years, is the supreme governing body of EI. It provides an opportunity for representatives of all EI affiliates to meet and strengthen the bonds of solidarity between teachers and education workers throughout the world. Delegates consider the major contemporary issues affecting their organizations, the international education union movement, and the ongoing struggle to achieve quality public education for all.

There were 29 candidates.

Maury Koffman (NEA Director At-Large) was chosen to represent NEA at the World Congress.

Special Guest:

Secretary of Labor Hilda L. Solis



The NEA Board had an opportunity to hear from Secretary Solis, who spoke about the importance of the labor movement, and our place in the administration.

She is a former state legislator from California, as well as a former member of Congress (CA-32). In the Congress, Solis' priorities included expanding access to affordable health care, protecting the environment, and improving the lives of working families. She took office on January 20, 2009.

NEA Committee on Constitution, Bylaws, and Rules

NEA Committee on Constitution, Bylaws, and Rules Chairperson Bill Bjork (Bill.Bjork@yahoo.com) will reported to the Board on amendments to the Constitution, Bylaw, and Standing Rules to be considered by the 2011 Representative Assembly for the amendments received to date.

After thoroughly reviewing the NEA Standing Rules, the CCBR concluded that a reorganization of the rules with the addition of better descriptive headings was the first step in reaching our goal to have a more user friendly document. Specifically, the committee recommends that the rules be re-ordered to better reflect the business of the Representative Assembly, and grouped so that related information appears under common headings. These changes will take effect for September 2011.

Additionally, CCBR recommends that certain headings be edited to make the content and purpose of each section more apparent. In sum, the committee took great care in preserving the text and intent of the existing Standing Rules, and is recommending a series of editorial modifications, that the committee refers to as a "Restatement" of the Standing Rules.

Proposed Changes—

- Deadline for Constitutional Amendments (*has passed*)
- Deadline for Bylaws and Standing Rules Amendments (**March 2, 2011**, or 120 days prior to the RA)

There have been seven proposed changes submitted to the CCBR

Constitutional Amendment 1—

TITLE: *To change the percentage of classroom teachers required on NEA committees from at least seventy-five (75) percent to a range of at least fifty (50) to at least seventy-five (75) percent. This change would apply to all committees except the Advisory Committee of Student Members.*

Bylaw Amendment 1—

TITLE: *To establish that NEA will not lobby for or against legislation regarding abortion*

Bylaw Amendment 2—

TITLE: *To establish that the specified objectives in achieving association goals be broad, overarching statements of purpose.*

Standing Rule Amendment 1—

TITLE: *To emphasize that adopted new business item texts may be edited to replace K-12 with Pre-K-12 under specific circumstances.*

Standing Rule Amendment 2—

TITLE: *To require main motions, modifications, and amendments to be submitted in writing prior to the time the maker is recognized to speak.*

Standing Rule Amendment 3—

TITLE: *To require that a motion to refer apply only to a single item.*

Standing Rule Amendment 4—

TITLE: *To prohibit the distribution or dissemination of material and information contrary to NEA Resolutions on Curriculum Content in the Annual Meeting exhibit area by NEA affiliates, delegates, and caucuses.*

From the CCBR: There will be proposed revisions to the Campaign and Election Regulations for NEA Officers and other positions elected at the RA. Changes will be voted at the February meeting of the Board and take effect immediately.

ACTION ITEMS—

As recommended by the Executive Committee:

The NEA Board took action on the following items:

Approved: that NEA Caucus Recognition require at least 25 members, while exempting the current caucuses.

Approved: A ballot measure and legislative crisis fund proposal to allocate \$5m to a Strategic Crisis Fund Account to be used for strategic purposes.

John Stocks will lead this effort



Report of the Vice-President: Lily Eskelsen (UT)

- Lily has been a part of several panels dealing with education reform. She has shared the stage with Davis Guggenheim and other “EdReformers.”
- Lily emphasized the importance of the **NEA Academy**, which is an online clearinghouse of high-quality professional development to members (*at a discount*).
- There was a discussion about Walden University and the concept of a for-profit university level. An audit of Walden was done that found no conflicts with NEA policies.

Report of the Secretary-Treasurer (Becky Pringle, NJ):**Membership (November 1, 2010)**

- **Total Membership Loss: almost 59,000**
- Active Certified: **Loss of 39,087**
- Active ESP: **Loss of 6,300**
- NEA Retired: **Up over 3,000** members
- Student numbers expected to near/exceed last year’s numbers.
- Higher Ed: **Up 725**

Finances:

- Net Assets: \$61,746,702
- Every Goal and Service Area is tracking on Budget
- All states are in compliance in dues/notes receivable
- \$1.9 million in Contingency Fund

Audit Report:

- NEA Consolidated Ratio (\$3.40 for each \$1 of liability).
- Clean unqualified opinion.
- Conform for GAA principles.
- Controls meet industry standards.
- No material weaknesses.

NEA finances are in line with past audited reports. There is concern about the direction of membership, and the impact on the organization.

Additionally—Becky has been involved in a variety of outreach activities to minority and civil rights communities including One Nation Working Together, AEI (American Enterprise Institute), and the National Association of Black School Educators.

NEA Board Legal Update—Alice O’Brien (Gen. Council)

- There was a change in interpretation in the LMRDA ruling.
 - Secretary of Labor ruled in our favor, makes changes to compliance rules.
 - LMRDA does not cover pure public sector state affiliates
 - This change is positive for our organization.
- We are aggressively pursuing litigation in Indiana regarding ISTA
- There are several cases involving ISTA and the trust.

Tenure Discussion/Report: (legal background)

There seems to be a general public misunderstanding of what tenure is.

What is tenure?

- Tenure is due process protection provided by state statute.
- Tenure in many public unions is based on just cause.
- Tenure is the single most important legal protection for our members from arbitrary unfounded actions.
- Preserves classroom arena for a professional judgment and independence.

In November, NEA Director Frank Burger traveled to Australia to train members of the Australian Education Union (below).

