

Creating Conditions That Empower & Engage All Learners Toward Excellence

GL Downers Grove, IL
May 5-6, 2016

Approximately, 120 educators - teachers, support professionals, union leaders, administrators, and consultants - listened and learned from each other during the two day GL TURN Conference. Dr. Saul Rubinstein of Rutgers University and Dr. Patrick Dolan from CEC provided a framework to guide GL TURN teams to build a culture that engages both teachers and students. School and district administrators continued to work with teacher and union leaders to strengthen collaborative partnerships focused on improving professional practices that deepen student learning.

This year's conference included a day-long focus on social-emotional learning. Michael Lamb and Brooke Stafford-Brizard of Turnaround for



Dr. Saul Rubinstein of Rutgers University interacts with the audience at Great Lakes TURN.

Children, along with Ron Hertel of Compassionate Schools Model and Trauma-Informed Practices in Washington State, and Carrie Foster of Portland Public Schools in Maine, provided learning opportunities to help GL TURN teams deepen their understanding of social-emotional learning standards and strategies that help students achieve academic success.

Other topics included teacher powered schools, teacher-led profes-

sional learning communities, and team action planning to integrate social-emotional learning. In addition, the conference looked at ways to engage teacher voice through the NEA-CEC Early Career Leadership Fellow Collaborative.

GL TURN teams continue to seek ways to strengthen school and district leadership structures in ways that empower teachers to improve professional practices that deepen student learning. Many teams are beginning to integrate academic-social-emotional learning strategies to help all student succeed.

Great Lakes TURN Co-Directors

Mary McDonald
mary.mcdonald@cecillinois.org

Louise Sundin
lsundin@mft59.org

Building Capacity to Advance Excellence and Equity Through Collaboration

NE New Brunswick, NJ
March 18-19, 2016

This year, Northeast TURN partnered with the New Jersey Collaborative School Leadership Initiative, a state-wide effort to engage districts and unions in collaboration to improve learning for all students. At the North-

east TURN conference, attended by 87 educators, administrators, and union leaders, Dr. Patrick Dolan of CEC framed the work in terms of opportunities and challenges. Dr. Saul Rubinstein of Rutgers shared important research findings on the value of labor-management collaboration for professional practice and student learning.

The conference featured the social justice work of the Greece, NY school district, which has established a Social Justice Committee in their union as a result of their work with TURN. Projects have included partnering with the community to provide coats, boots, and school supplies to students.

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TURN DIRECTORS

Adam Urbanski, National TURN
Founding Director
urbanski@rochesterteachers.com

Ellen Bernstein, Co-Director
ellen@atfunion.org

Tom Alves, Co-Director
talves@sjta.org

Bill Gerber, TURNews Co-Editor
bgerber@rochesterteachers.com

PRINCIPAL MEMBERS

- Albuquerque Teachers Federation
- Boston Teachers Union
- Castaic Teachers Association
- Cincinnati Federation of Teachers
- Cleveland Teachers Union
- Columbus Education Association
- Decatur Education Association
- Denver Classroom Teachers Association
- Douglas County (CO) Federation of Teachers
- Elgin (IL) Education Association
- Fairfax (VA) Education Association
- Hart District Teachers Association
- Jefferson County Education Association
- Memphis Education Association
- Milwaukee Teachers' Education Association
- Minneapolis Federation of Teachers
- Montgomery County (MD) Education Association
- Newhall Teachers Association
- Organization of DeKalb (GA) Educators
- Pittsburgh Federation of Teachers
- Portland (ME) Education Association
- Poway (CA) Federation of Teachers
- Prince George's County Educators' Association
- Providence Teachers Union
- Rochester Teachers Association
- San Diego Education Association
- San Juan (CA) Teachers Association
- Saugus Teachers Association
- Springfield Education Association
- Syracuse Teachers Association
- Toledo Federation of Teachers
- United Educators of San Francisco
- United Teachers of Dade
- Westerly Teachers Association

For more information: TURNweb.org

Northeast TURN

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In June, Maine hosted an Interest Based Approach to Problem Solving training hosted by CEC Consultant, Bill Raabe, the recently retired NEA Director of Collective Bargaining. Close to 50 attendees from approximately 15 Northeast TURN district attended.


Six districts in Northeast TURN (Bordertown and Metuchen, NJ, West Springfield and Quaboag, MA, and Portland and Saco, ME) have partic-

ipated in the collaboration research survey being conducted by Dr. Rubinstein. Results should be ready for districts to use this fall and will be featured at the Northeast TURN September 2016 conference. The September conference will also feature a visit from Michael Lamb of Turnaround for Children to discuss Science, Adversity, and School Performance.

Northeast TURN Director

Kathleen Casasa
kmcasasa@gmail.com

Results for Students

 **Denver, CO**
April 15-16, 2016

At the Southwest TURN spring meeting, 55 union leaders and other educators met to focus on equity and excellence. The conference explored the concepts of teacher led and community schools, both of which have shown promise in ameliorating the impact of poverty and promoting equality of opportunity and equity in implementation.

The weekend included a visit to a local teacher-led public elementary school, as well as discussions with Kyle Serrette of the Center for Popular Democracy and Amie Baca-Oehlert of the Colorado Education Association about the value of community schools. In addition, Ellen Bernstein, president of the Albuquerque Teachers Federation and SW TURN co-director, spoke about the impact of teacher-led schools on equity in education, and Shelley Potter of the San Antonio Alliance of Teachers and Support Personnel discussed inequality and its impacts on students.



Bruce Dickinson greets guests at the Math and Science Leadership Academy, a teacher-led school, in Denver CO.

The September 2016 Southwest TURN meeting in Albuquerque will follow up on the topics of equity, inequality, teacher-led schools, and community schools. Speakers will include Barnett Berry of the Center for Teacher Quality, Jose Munoz of ABC Community Schools, Dr. Angelo Gonzales of Mission:Graduate, and Dr. Leila Flores-Duenas of the University of New Mexico College of Education.

Southwest TURN Co-Directors

Bruce Dickinson
brucerdickinson@gmail.com

Ellen Bernstein
ellen@atfunion.org

Reframing our Approach: Community-School Partnerships Focused on the Whole Child

MS Tampa, Florida Despite the blizzard threat to the Mid-Atlantic states, 55 members of robust labor-management teams from Maryland, Northern Virginia, and North Carolina braved the weather and joined with labor-management teams from Florida and Alabama to focus on creating supportive school environments that improve student learning through community partnerships.

Ann Cummins-Bogan of the Consortium for Educational Change (CEC) led conversations regarding techniques and best practices that enable educators to best meet the needs of our most vulnerable students. Additional presentations included topics such as social emotional learning and community schools.

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Another important topic of this meeting was the need to engage early career teachers as leaders. A panel discussion facilitated by CEC Consultant, Bill Raabe allowed participants in the NEA Early Career Leadership Fellow Collaborative from Brevard County, Florida and Montgomery County, Maryland to share their experiences.

The positive results of this meeting can be seen through MASE TURN's growing participation in the Summer Regional Leadership Conference as well as its involvement in one-day trainings in Guilford County, North Carolina and Loudoun County, Virginia. The possibility of offering additional one-day trainings to support the efforts of our MASE TURN labor-management teams is being explored.

Follow up work is being planned by summer conference participants to focus on further deepening educators' understandings of Adverse Childhood Experiences to ensure all students can succeed in their respective districts. The next MASE/FLA TURN meeting is set for January 19-20, 2017 in Tampa's historic Ybor City.

Mid-Atlantic/Southeast - Florida TURN Co-Directors

Rick Baumgartner randgbaum@verizon.net
Kathy Breakall ghizmatt@mchsi.com

Cultivating a Culture of Collaboration: the Struggle and Challenge of Authentic Voice

CA Sacramento, CA An exciting development for CalTURN this year was the development of geographic regional satellites like Corona-Norco, Moreno Valley and Pomona, which took the lead on several panels at the spring meeting, attended by 138 educators, including teacher and union leaders and administrators. Corona Norco joined Clark County EA (NV) to explain their work on Engaging Early Career Teachers, and a panel from Moreno Valley and Pomona presented School Leadership Teams-Listening and Learning Opportunities to Support Teachers and Students.

Another important topic was teacher evaluation, which featured a presentation from the San Juan district and teachers association, describing the district-wide processes, pilots and implementation of teacher evaluation they have explored over the last four years. Each of these panels led to rich discussions, feedback and ideas. Teams had reflection and planning times and were encouraged to work on Action Planning for their future work.

California's Local Control Funding Formula (LCFF) and the implementation of its goals through the Local Control Accountability Plan (LCAP) continue to provide a framework for discussing who and what drives the organizational/instructional structures of individual districts. These include questions around decision-making processes and authentic voice and collaboration.

CalTURN teams also continue to work with the California Labor Management Initiative, which provides support for union-management teams who are seeking ways to build capacity and cultivate a culture of collaboration that empowers educators to deepen student learning. This group, working with the Consortium for Educational Change (CEC) and faculty from Rutgers University, will offer labor-management partner facilitator training to those supporting schools and districts engaged in this work.

CalTURN Co-Directors

Kate McKenna katemck48@gmail.com
Tom Alves talves@sjta.org

Empowering Educators to Address Excellence and Equity for All Students



Federal Way, WA
May 13-14, 2016

In just three years, Northwest TURN has grown, and now attracts labor-management teams from many areas of Oregon and Washington. At the 2016 spring meeting in May, attended by 80 educators, union leaders, and administrators, the NW TURN conference focused on empowering educators to address equity issues in our schools while pursuing excellence.

At the fall conference, attendees had focused on the work of the Compassionate Schools Initiative in Washington. As a follow-up at the May

meeting, Wendy Bleecker, project Director for Spokane Public schools described how schools in Spokane have changed their practices to better address social and emotional needs of students, and ways to tie this back to the Core.

In addition, a team of educators from Seattle, led by SEA president Phyllis Campano, discussed how the district and association, through their collective bargaining process, had created Equity Teams in buildings to address factors that impact access to and opportunities for all students to be successful. In their first year, the teams offer promise for how labor negotiations can be used to improve

both teaching and learning and overall equity issues in the school.

Prior to the start of the NW TURN conference labor-management teams from Wenatchee and Spokane met with the visiting Corona-Norco Teacher Association (CA) to share experiences developing collaborative relationships to improve student achievement. We look forward to increased collaboration across regions in the future.

Northwest TURN Co-Coordinator

Mary Lindquist
marylindquist@comcast.net

Cindy Williams
williams.s@comcast.net

Union-Management Collaboration Leads to Improved Student Achievement

A highlight of the summer Regional TURN conference was a showcase of the preliminary data emerging from the Labor-Management Collaboration Research Study conducted by Saul Rubinstein of Rutgers University and John McCarthy of Cornell University, in partnership with the Consortium for Educational Change and the California Labor-Management Collaboration Initiative.

Dr. Saul Rubinstein presented preliminary findings demonstrating that formal union-management committees and partnerships improve student achievement even in high poverty schools. These partnerships lead to more extensive collaboration among teachers as well as between teachers and administrators.

Among the key findings of the research so far:

- Formal partnerships between teachers, teacher associations, and administrators help improve student performance, even after poverty and school type are taken into account.
- Partnerships lead to more extensive communication between teachers around topics including student performance data, curriculum development, instructional practice, and professional mentoring.
- More extensive communication among teachers improves student performance.
- Partnership leads to more frequent and more informal communication between union representatives and principals.
- Union-management partnerships can enhance learning among

schools and the adoption of innovation from one school to another.

- Strong, collaborative partnerships reduce the impact of poverty on teacher turnover.

Next steps in this powerful research include expanding the study to include 100 more districts and 1,000 more schools. Additional areas of study will include examining patterns of grade and subject-level collaboration and student performance, looking in more detail at teacher outcomes such as attrition and turnover, and examining the role of the union in facilitating adoption of innovations across schools.

To join the study contact Heather McCarthy at:

heather.mccarthy@cecillinois.org

Regional TURN Summer Conference

Cultivating Collaborative Cultures to Integrate Academic, Social, and Emotional Learning



Downers Grove, IL
July 28-29, 2016

Over 260 people representing 47 organizations from the states of California, Connecticut, Florida, Illinois, Massachusetts, Maryland, Maine, Michigan, Minnesota, North Carolina, New Jersey, New Mexico, Nevada, New York, Oregon, Texas, Virginia, Washington, and the District of Columbia participated in the Summer Regional TURN Conference. Conference attendees were joined by 30 NEA Early Career Leadership Fellows from Brevard Federation of Teachers (FL), Clark County Education Association (NV), Corona-Norco Teachers Association (CA), Elgin Teachers Association (IL), and Montgomery County Education Association (MD)

The conference provided opportunities to explore strategies to strengthen and integrate academic, social and emotional learning supports for children, as well as ways to measure their impact. In addition, the conference looked at ways to strengthen the collaborative structures and practices that empower educators to integrate academic, social and emotional supports for all students, and encouraged teams to develop and share plans to implement and communicate effective academic, social and emotional learning supports for students. Strengthened Regional TURN Communities of Practice will



Ron Hertel (right) and Michael Lamb share their experiences related to trauma informed practices during a panel at the Regional TURN Summer Conference.

provide a forum for teams to learn from one another's design and implementation efforts.

The conference was opened and framed by Dr. Patrick Dolan, and further breakout sessions provided participants with opportunities to deepen their understanding of programs, strategies and resources for integrating academic, social and emotional learning standards for children. Organizations showcased included Compassionate Schools, Turnaround for Children, and the Partnership for Resilience.

A highlight of the conference was a showcase of the preliminary data emerging from the Labor-Management Collaboration Research Study conducted by Saul Rubinstein of Rutgers University and John McCarthy of Cornell University, in partnership with the Consortium for Educational Change and the California La-

bor-Management Collaboration Initiative. Dr. Rubinstein was able to share evidence that union-management partnerships in schools and districts across the country and in our TURN regions contribute to:

- improving student performance including in high poverty schools
- reducing the impact of poverty on teacher turnover
- increasing communication between site union representatives and principals
- increasing the impact of networking among other school sites

Each of the teams participating in this conference have developed action plans to guide their next steps to build collaborative partnerships to implement academic, social and emotional learning standards in ways that strengthen professional practices to deepen student learning.

Regional TURN Consultants

Mary McDonald

Regional TURN Program Director
mary.mcdonald@cecillinois.org

W. Patrick Dolan

Regional TURN Program Consultant
p.dolan@att.net

Jo Anderson

CEC Co-Executive Director
jo.anderson@ieanea.org

Laura Sestak

Regional TURN Project Manager
laura.sestak@cecillinois.org

REGIONAL TURN ACTIVITIES
2016-2017

CA CALTURN

October 6-7, 2016, Norco, CA
March 2-3, 2017, Sacramento, CA
October 5-6, 2017, Southern CA

MS MASE/FLORIDA TURN

January 19-20, 2017, Tampa, FL

GL GREAT LAKES TURN

November 3-4, 2016, Downers Grove, IL
May 11-12, 2017, (Tentative), Chicago, IL
November 2-3, 2017, Chicago, IL

NE NORTHEAST TURN

September 23-24, 2016, Cambridge, MA
March 17-18, 2017, New Brunswick, NJ
September 22-23, 2017, Cambridge, MA

NW NORTHWEST TURN

November 18-19, 2016, Portland, OR
April 28-29, 2017, Seattle, WA
October 20-21, 2017, Portland, OR

SW SOUTHWEST TURN

September 16-17, 2016, Albuquerque, NM
April 21-22, 2017, Location TBD

REGIONAL TURN SUMMER CONFERENCE

Date and Location TBD

NATIONAL TURN MEETING

Sep. 30-Oct. 1, 2016, Washington, DC

Several Video Projects Upcoming

The CEC video team has been busy producing short films that help broadcast and carry forward the work happening in our TURN regions, including a short film entitled TURN: Leading our Profession that describes TURN and its work. In addition, the video team has highlighted the work of the Partnership for Resilience on trauma-informed schools in the south suburbs of Chicago, and the important work on teacher voice coming out of the TURN local in Corona-Norco, CA. Find these videos and more at turnweb.org.

The team has also produced videos that help facilitate on-the-ground labor-management collaboration work, including TURN talks from Dr. Patrick Dolan, Bob Goodman from New Jersey Center for Teacher and Learning, Dr. Ron Ferguson from Harvard, and Dr. Saul Rubenstein from Rutgers University.

Upcoming projects include a labor-management collaboration case study from Rockford Public Schools (IL), a TURN talk featuring Michael Lamb of Turnaround for Children in Washington DC, and a series of podcasts that will help broadcast national work relevant to the work of many of our TURN teams.

Video Team Members

Nick Alexander

Creative Technology Consultant
nick.alexander@cecillinois.org

Brett Clark

Director of Communications & Marketing
brett.clark@cecillinois.org

Dave Heinzel

Creative Technology Consultant
dave.heinzel@cecillinois.org

Brian Ritz

Data Analyst
brian.ritz@cecillinois.org

Jennifer Gusewelle

Executive Producer
jennie.gusewelle@cecillinois.org

National TURN TURN Turns Twenty

The Teacher Union Reform Network, established in 1996, will celebrate its Twentieth Anniversary at the September 29 - October 1, 2016 National TURN Conference in Washington, DC. This conference will address the challenges and opportunities represented by ESSA, as well as the essential progressive education agenda that teacher and their unions seek to advance. Education policy expert Rick Kahlenberg will continue to

assist national TURN leaders in their efforts to develop a National TURN vision statement to guide education policies across the country. Adam Urbanski, Founding Director of TURN, has worked with Tom Alves and Ellen Bernstein, TURN Co-Directors, Rick Kahlenberg and other TURN leaders, in collecting teachers' input in creating this vision statement, which will be discussed during the fall 2016 TURN meeting.

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