

## ED MN Collective Bargaining Conference

Fri- Sat Jan 23-24, 2015

### Notes from Kristy

**Keynote:** SPFT negotiations:

- involvement of parents...
- inherent managerial rights not restriction in changes,
- listening sessions with community members and students,
- contract campaign kickoff
- open bargaining- open to public, experts, house parties

### **SESSION: MN Educator Induction Guidelines**

- Teacher/ Mentor Summit in 2 weeks with Ed MN and ASCD
- ISD 197 falls short with mentoring according to guidelines by Teacher Support Partnership
- No state provision for induction
- Why induction?
  - Achievement
  - Cost savings, 93 million in MN
- Professional culture

High quality induction includes:

- Professional leadership
- Professional learning
- Mentoring

TDE valued as successful in most districts with teacher input

- See booklet

### **SESSION: Equity and climate in schools:**

- ESL programming
- One size fits all approach to reading curriculum
- “Everybody gets a pair of shoes or everybody gets a pair of shoes that fit”
- No silver bullet, non closure is important
- DMIS - model, theory (Ethno centrism to Ethno relativism)
- Asset mindset, we all feel better about our teaching learning
- Conversation as a core process, world cafe
- Locals can have input on this with giving direction to district admin on equity.
- EDMN is keeping this info on forefront of work
- Plan on website for EdMN; ***Should our local have an equity committee?***
- *Resources: A girl like me*, documentary; Resegregation of our schools. *Mississippi*
- Racial equity and social justice committee for our local

## **SESSION: Advocating for staff development best practices**

- Contracts reflect teaching and learning
- \$302 given to non q comp districts for evaluation for teachers; 2 percent set aside for staff Dev. Can be used too for 14-15 year only; **This can be \$1,000,000 difference!**
- Staff Dev statute, **advocacy by staff Dev. Members needs to occur if statute broken**
- **Must attend to issue of EL requirements**
- Licensure is separate from employment so even if someone doesn't have ELs they still need to have CEU related to EL
- Alignment with TDE and ATPPS; hearings expected in leg. Session this year; commissioner spoke to inequity among \$262 per student Qcomp districts, rural vs. out state MN ; **will be task force on equity of funds**
- Must have joint agreement on ATPPS plans
- We need to watch this as **funds could change in ATPPS**
- Job embedded professional Dev. Q comp requires and ATPPS does not
- Research shows that Qcomp makes difference
- IF WE did NOT have Q comp, our funding to fulfill all TDE requirements would be for the 2014-15 school year with no guarantees that we have funding for other years
- Professional Dev should be job embedded, relevant, research based, planned and delivered with teacher input, flexible so it's relevant to all, inclusive
- We can request training from EM on TALL if we want, would this be good for site staff Dev leaders? Mar 27-28 in Bemidji. Elizabeth. Peterson @ edmn.org

## **SESSION: Getting new members involved in through professional practice and advocacy**

- What do we do? Fun, informal to begin
- **Happy hour for newer members?** "Get them in with fun, and they will stay for the work"
- Find a way to access them, communicate effectively
- **NEXT GEN** at Ed MN has some ideas
- Losing 50 percent of new teachers, but this is a "millennial" trend too
- Union membership is declining; 30 percent of teachers under 30
- Within ten yrs they will be majority
- 61 percent have a positive view of unions
- They have lowest percentage of membership
- When I attend union meetings I see or hear...
- If I ran the union meeting I would...
- **Activism does not mean attending meeting, maybe we can schedule a action instead of a meeting sometime?**