

Problem Statement (What are you trying to solve?): The absence of effective teacher voice in education policy. We don't have the voice of our most effective teachers in the education policy conversation.

Teacher Level:

- Time
- Effective teachers avoid the policy conversation because they are grinding in the classroom

Legislator/System Level:

- Legislator time frames (legislative sessions)
- The system doesn't incentivize, reward, or honor *real* teachers-legislator relationships (re-elected despite poor relationship with educators)

Goal: Insert effective educators into the policy conversation (right place, right time). Promote the adoption of educator-driven, student oriented policy recommendations for legislators (state primarily; distinct secondary). Provide the supports and structures to grow our membership and meet the goals of the organization (advocacy).

- Equity, Excellence, Educator-Driven (mission)

Rationale:

Effective reforms will not happen without effective teachers behind them.

Inputs:

Effective Teachers in the 253 (teachers in their stride)

New Teachers (1-3 years)

Support Inputs

- Abeo - Holli Hanson
- CSTP - Nasue, Katie Taylor
- NAACP, Tacoma
- Shelby B (access the docs better)
- Josh Garcia
- Local legislators in Puget Sound area
- OSPI
- UPS, PLU, TCD, UWT, TESC, Pierce CC

Relationship Goals:

- Debbie Cafazzo
- Dan Voepel
- Casey Maddison
- Teaching & Learning/Curriculum & Instruction (local)

Activities:

Membership

- Happy Hour--recruiting events
- Pass out the invite a friend document to friends
- Happy Hour Events--clearer advertising that this is a bring a friend event
- Design survey of member
- Talk to the legislator training for teachers (duplicate what we did last January @ Swaney Library)
- Identify and mentor 2 new directors (publicizing this)

Build Org/Communications PR

- Clear, documented relationship outlines with partner organizations
- Candidate forums (duplicate and expand; OSPI candidate forum)

Outputs:

Membership

- Handout for members to pass to their friends (1pager--Why Join TU)
- Email clarifying this
- Data from the survey

Build Org/Communications PR

- Two more OP-Eds around 1345 in Seattle Times; TNT/Olympian

Outcomes:

Membership:

Within a year:

- Diversify membership--increase elementary school (20%) and middle school (20%) voices in membership. At least 20% of our membership should be of color
- Identify, prepare, and elevate 2 new directors (one elementary & non-white person)

Build Org/Communications PR

- Strong relationships with our stakeholders
- Policy framework for interviewing people running (endorsements)--this is for next year
- We are the 3am call for Partnerships

Policy Teams

- Advocacy opportunities for teachers
- Legislator relationships
- Research Groups Scope & Sequence (Scheduling out all policy outlines through end of school year; find research for the policy teams)
- Policy teams making the recs

Policy Teams

- Formula: Policy foruma for research groups
- Policy briefing document for compensation team (January)
- Policy briefing document for First Years (by April)

- Teachers create district plans based on the movement with 134

Policy Teams

- All members could run a policy group because of the document we made
- Building stronger relationships with legislators
- Policy victory by end of the school year (1345 passing); 1 TU teacher testifies at a hearing event for House & Senate Ed Committees

Student Impact: (If..., then...)

If we increase the voice of effective teachers in the policy making process, then we can create and enact smarter policies taht improve outcomes for Washington students.

