



California Labor Management Initiative

Educator Excellence through *Labor-Management Collaboration*


January 20, 2016
Sacramento, CA



California Labor Management Initiative




Glen Price
Chief Deputy Superintendent
California Department of Education



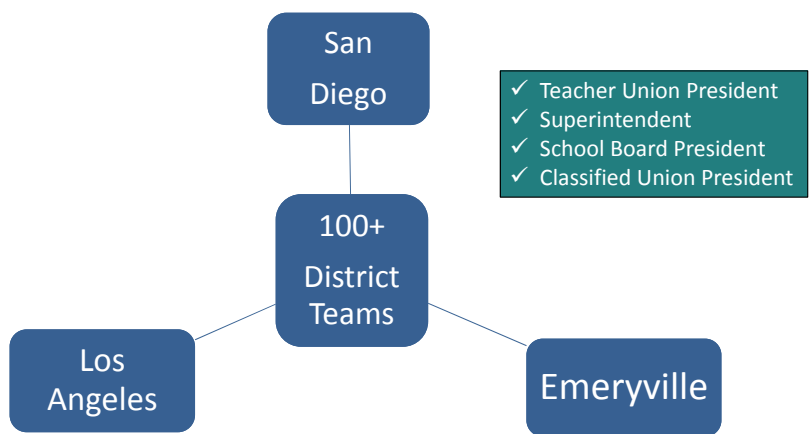
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Key Goals:

1. Build the collective knowledge base for supporting local labor-management collaboration in California.
2. Build capacity and develop resources at the state, regional, and local levels to support local labor-management collaboration.
3. Facilitate learning and sharing of promising labor-management practices among local labor-management teams.
4. Improve a wide range of educational outcomes.




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- ✓ Teacher Union President
- ✓ Superintendent
- ✓ School Board President
- ✓ Classified Union President

Symposium & Regional Convenings in 2015



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***Why ACSA Supports
Labor-Management Collaboration***

Wes Smith
Executive Director
Association of California School Administrators




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Examples of labor-management collaboration:

- At the local level
- At the state Level


Wes Smith
Executive Director
Association of California School Administrators



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Why the CTA Supports Labor-Management Collaboration

Eric Heins
President
California Teachers Association




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Examples of labor-management collaboration:

- At the local level
- At the state Level


Eric Heins
President
California Teachers Association



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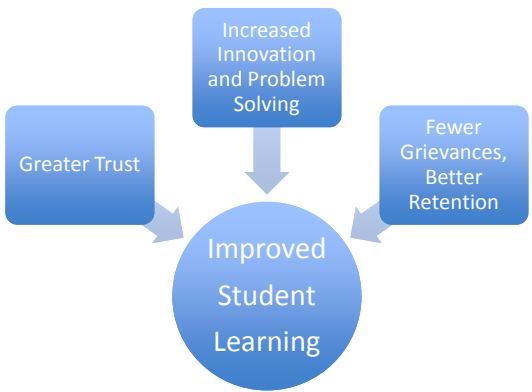
The Benefits of Collaboration

Ken Futernick
Professor of Education, Emeritus
California State University, Sacramento


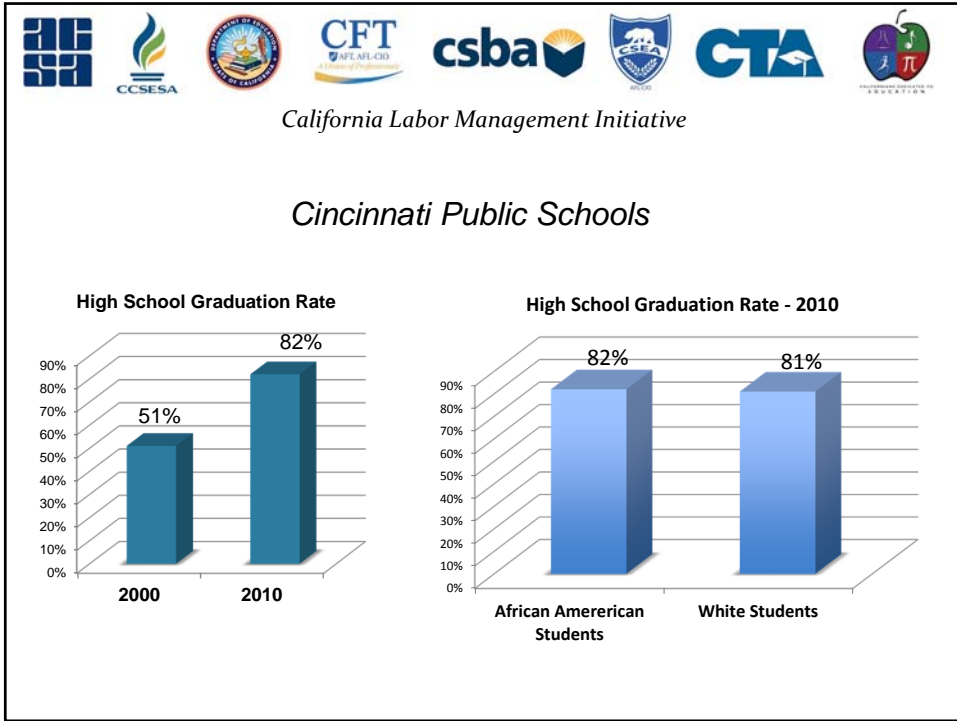


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The Intermediary Effects of Collaboration



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graph TD; A[Greater Trust] --> D((Improved Student Learning)); B[Increased Innovation and Problem Solving] --> D; C[Fewer Grievances, Better Retention] --> D;
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*ABC Unified School District
Los Angeles County*

Key findings from Rubenstein and McCarthy study:

- *Students in schools with the strongest labor-management partnerships showed the greatest academic improvement*

The slide features a row of logos at the top, including ABC USA, CCSESA, the State of California Department of Education, CFT (AFL-AFL-CIO), csba, CSBA (NCSO), CTA, and the California Department of Education. The text is centered and uses italics for the school district name and the study finding.



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***Labor-Management Collaboration
in the San Juan Unified School District***

Shannan Brown
President
San Juan Teachers Association



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Joint SJTA Initiatives

- Peer Assistance and Review (PAR)/Induction
- Elementary Report Card
- Learning Support Teams
- ECE Integration (with CSEA)
- System of Professional Growth
(a Redesign of our Evaluation System)
- Special Education Committee



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What We Are Learning

- Communication is KEY
- Building trust means taking risks AND acting in a trustworthy manner
- Collaboration still varies throughout our system
- We must understand each other's political realities



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The Journey Ahead

- Include CSEA and SJPEC more regularly
- Involve parents and students
- Systematize collaboration
- Create sustainable feedback loops



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Who We Are

We support high priority state initiatives through innovative programs that address internal capacity building and enhance efforts underway at the state level.

We are committed to creative collaborations that make it possible for students to live, work and thrive in a highly connected and dynamic world. Our whole child approach emphasizes the integrated and comprehensive needs of California's youngest residents and future leaders.


CALIFORNIANS DEDICATED TO EDUCATION

Shelly Masur
Chief Executive Officer
Californians Californians Dedicated to Education Foundation



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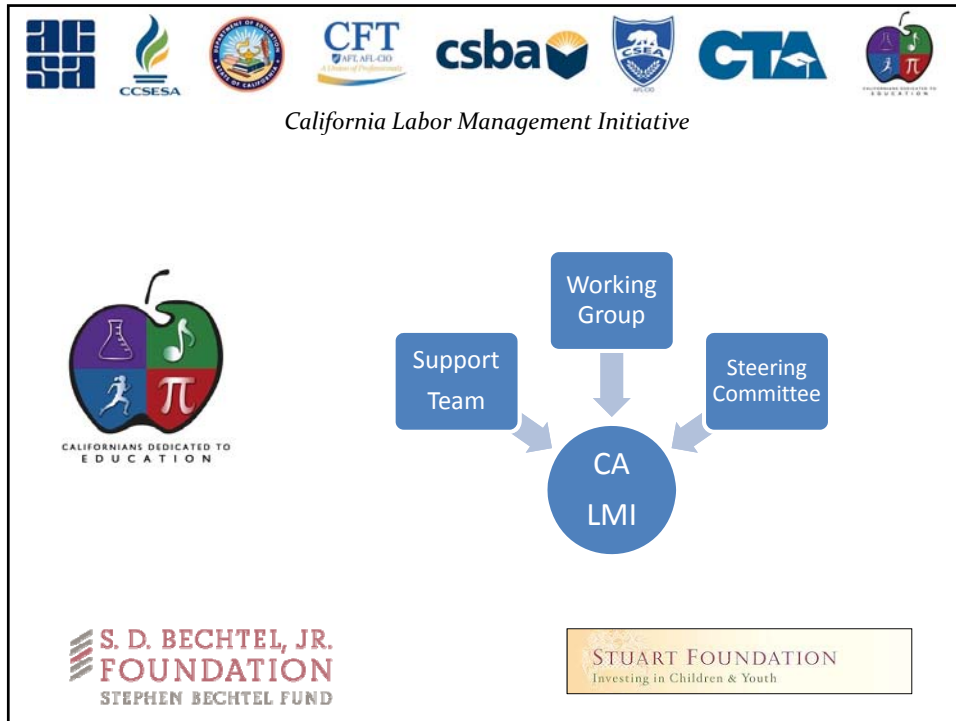
What We Do

Collaborate, Convene, Communicate, and Catalyze

- *Common Core*
- *Science, Technology, Engineering, and Math*
- *Healthy Kids*
- *Labor-Management Collaboration*


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Shelly Masur
Chief Executive Officer
Californians Californians Dedicated to Education Foundation



This block contains contact information for the California Labor Management Initiative. It features the same row of logos at the top as the first diagram, followed by the text "California Labor Management Initiative".

Below the logos, the text reads: "For support or to learn more about labor-management collaboration:"

- Upcoming events
- Coaching
- LMI website: www.cdefoundation/lmi
- Resources: www.cdefoundation/lmi/resources
- Follow the LMI (@CA_LMI)
- Sign up for emails

At the bottom, the contact information is listed as:

Shelly Masur
Chief Executive Officer
 Californians Californians Dedicated to Education Foundation



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Thank You!