



## Southwest TURN: Organizing and Leading Change



**Denver, CO**  
September 21-22, 2018

Denver, Colorado hosted SW TURN on September 21-22, 2018. The meeting focused on addressing the needs of our members in several different capacities. The meeting kicked off with Henry Roman, President of the Denver Classroom Teachers Association, providing a brief update on the happenings within his association.

On the first day, the meeting centered around addressing the needs of our members. Suzanne Ethredge, President of the Pueblo Education Association, presented on the teacher strike in Pueblo, Colorado. It

was the first teacher strike in Colorado since 1994. Suzanne presented on the strategies used by the union as well as the result.

The second day of the meeting focused on unions supporting the professional needs of their members. Laura McArthur, Director of Resilient Futures, presented on how trauma can be better addressed inside and outside of the classroom. The meeting concluded with a session on the power of unions, at the ballot box, at the bargaining table and at the worksite.

Additionally, APA Consulting completed two case studies of the work SW TURN has done in the region.

The first case study centered on the PAR and Mentoring programs created through labor-management collaboration in Albuquerque, New Mexico. The second case study focused on the creation of a community school (Jefferson High School) in Jefferson County, Colorado. The full case studies can be found on the SW TURN webpage.

SW TURN will be hosting their spring meeting sometime in April/May in San Antonio, Texas.

### Southwest TURN Co-Directors

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## CalTURN: Strengthening Relationships During Challenging Times



**Moreno Valley, CA**  
October 11-12, 2018

As the first regional convening since the Supreme Court ruling on 'fair share,' the fall CalTURN conference focused on sustaining relationships and nurturing the culture of 'We.'

After a warm welcome from the Moreno Valley Labor-Management Team, the conference began with an overview of the pending legal challenges unions are still facing at state and federal levels.

Jo Anderson, Co-Executive Director of CEC, challenged the room to think boldly and not just 'tinker around the edges' of change. He framed the current context as an opportunity to rethink and refine the work we do in our own organizations and the work we do together. To highlight an example of bold change, Unschool, an innova-



Hacienda La Puente's labor-management team react to ideas presented at CalTURN in October, 2018.

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## GL TURN: Advancing Educational Equity

**GL** **Naperville, IL**  
November 15-16, 2018

Local leaders from Illinois and Michigan brought together teams representing school and district administrators, classroom practitioners, support personnel and union leaders to examine strategies and opportunities to advance educational equity. The National Equity Project facilitated a series of activities designed to guide participating teams to build culture, conditions and competencies needed to provide excellence and equity in our classrooms, schools and communities. Union leaders worked jointly with school and district colleagues to consider barriers and opportunities to advance educational equity in their communities. GL TURN hopes to continue sup-

porting this work, in partnership with The National Equity Project.

In addition, participants considered opportunities to leverage ESSA policies to guide local practices that could more effectively impact student learning. There appears to be growing interest in developing community schools as an effective approach to addressing the social, emotional and academic needs of students in our communities. GL TURN will continue to reach out to learn from local associations and their school, district and community partners who have embraced a "community schools approach" to support all students.

CEC's Co-Executive Director, Jo Anderson, was featured in GL TURN's

opening session to encourage union leaders and their school and district partners to consider a new way forward during these challenging times – organizing our work around the three frames of comprehensive unionism – traditional, professional and social justice – in ways that enable us "to live, to love to learn and to leave a legacy" to improve the lives of all students, especially those impacted by poverty and trauma.

The next Great Lakes TURN conference is scheduled for April 25 & 26, 2019, in Chicago, Illinois.

**Great Lakes TURN Director**  
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### REGIONAL TURN ACTIVITIES

# 2019

**CA** **CALTURN**  
March 14-15, Elk Grove, CA

**NE** **NORTHEAST TURN**  
March 22-23, Burlington, MA

**NW** **NORTHWEST TURN**  
May 10-11, Location TBD

**SW** **SOUTHWEST TURN**  
Dates TBD, San Antonio, TX

**GL** **GREAT LAKES TURN**  
April 25-26, Chicago, IL

To register for a conference, visit:  
[TURNweb.org](http://TURNweb.org)

## MASE TURN: Engaging Beginning Teachers

**MS** Engaging Beginning Teachers is something the GCAE Early Career Educators have been working on this fall. We've had one-on-one conversations with beginning teachers and hosted EdCamps in which great conversations and learning took place. The one-on-one conversations led us to the topics which were based on their needs. Examples of the EdCamps are Building Positive Relationships with Pupils, Peers, and Parents and Avoiding Teacher Burnout. Teachers who participated got great ideas they could take back to the classroom the next day and implement. Teach-

ers also began to build a community of support in which they had people they could call upon for assistance. The bonds created by the teachers who attended were significant. The teachers shared how they felt valued as a result of us listening to them and addressing their specific needs through the various EdCamps. We are excited about the work we are doing with Beginning Teachers and look forward to even more!

**MASE TURN Associates**  
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## Northwest TURN

**NW** Federal Way, WA  
November 2-3, 2018

Managing collaborative relationships has never been easy. Today's post-Janus world and broader national context of political polarization present even more challenges. Nonetheless school district teams of union leaders, teachers and administrators from Washington and Oregon gathered at Northwest TURN on November 2 & 3, 2018, in Federal Way to focus on building stronger, collaborative relationships. We know those relationships matter at every level of a school system and they make a difference for students and the adults in our schools. The teams at NW TURN looked at ways to strengthen relationships at both the district and building level.

Jo Anderson, Co-Executive Director of Consortium for Educational Change, moderated a panel on ways to use labor-management negoti-

ations to improve conditions even in these challenging times. As part of that panel, Janet Gilman, Oregon State Conciliator, reviewed programs the Oregon Employment Board has to support districts and union teams in negotiations through Interest-based Bargaining (IBB). Phyllis Campano, a teacher and president of the Seattle Education Association, described how they modified IBB to manage conflict and produce an innovative contract for Seattle educators in their recent negotiations.

And as we know, relationships matter at the building level just as much as at the district level. Principals and teachers from Salmon Creek and Hazel Dell elementary schools in Vancouver, Washington, described how teachers can embrace their role as professional practitioners and how school principals can support that work through Professional Learning Communities. Ann Cummins-Bogan from the Consortium for Education-



Tacoma Education Association and colleagues attending NW TURN in November, 2018.

al Change deepened the conversation with a review of the right drivers to deepen student learning.

The teams active in NW TURN are looking forward to our next conference set for May 10 & 11, 2019, to continue our work to build collaborative relationships for student success and expand our understanding of social-emotional learning competencies to address the needs of all students.

**Northwest TURN Director**  
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## Northeast TURN

**NE** Burlington, MA  
March 23-24, 2018

Northeast TURN sponsored two events this past summer facilitated by Ann Cummings-Bogan of Consortium for Educational Change. The first brought together union and teacher leaders, central and building level administrators to learn together about collaborative structures, systems and procedures aimed at shared leadership to improve student learning. About 60 educators from 4 districts attended. The second event was a full district professional development training which served as a



Reiche Community School team pictured at our summer Maine TURN meeting.

kick off event for the 2018-19 school year. The new teacher contract provides for imbedded collaborative time for teacher to work together, so Ann provided staff with a solid research based background in best

practices. School teams had time to try out strategies and set work goals for the year. As one veteran teacher shared after the event: "I've been doing this for a lot of years and I hate these full PD days, but I have to tell you, this was really good." A ringing endorsement.

The next Northeast TURN conference is scheduled for March 22 & 23, 2019, in Burlington, Massachusetts.

**Northeast TURN Director**  
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## Regional TURN Directors Retirements

Thank you and congratulations to Rick Baumgartner (MASE TURN) and Cindy Williams (NW TURN), who officially “retired” in 2018 as Regional TURN Directors in 2018. We greatly appreciate their leadership efforts to establish and support our local leaders, their colleagues and partners who participate in our TURN Regions.

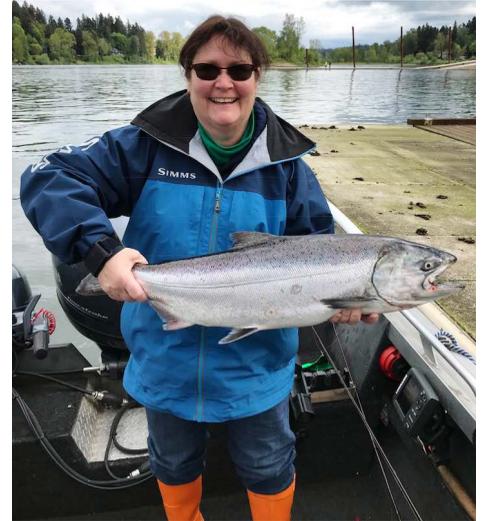
Rick Baumgartner served as MASE TURN Regional Director since it was



Rick Baumgartner

established in 2010. He also served as president of the Fairfax Education Association in Virginia, where he was actively engaged in national TURN for many years. You can find Rick and his wife Gail, also a retired educator from Fairfax, engaged as political activists in support of candidates who support public education, as well as enjoying traveling, good blues music, family gatherings and their roles as grandparents. Rick also spends his time as part of both a praise band as well as a Rock and Roll/Country Pop band called All Mixed Up.

Cindy Williams served as NW TURN Regional Director, helping to establish this new TURN region in 2014. Cindy also served as president of the Oregon City Education Association, which participated in the NEA Foundation’s Labor Management Collaborative Initiative to support school improvement efforts in their school community. Cindy retired from teaching in Oregon City in 2018,



Cindy Williams

when she also retired as Co-Director of NW TURN. Cindy and her husband, continue to enjoy the great outdoors in the Northwest, with family and friends and look forward to venturing to Hawaii to explore that region soon.

Many thanks, Rick and Cindy!

### CaTURN: Strengthening Relationships During Challenging Times *Continued from page 1*

tive high school in San Juan Unified, presented their progress in developing an educational system that is driven by student interest and voice while endeavoring to ensure students graduate college and career ready.

Later in the day, teams had the opportunity to reflect on their own initiatives and to identify a few areas they would like to learn from other teams within the network.

On day two, a presentation from Elk Grove embodied the theme of the conference *Strengthening Relationships During Challenging Times* by sharing their journey of self-exploration: identifying how we view others and how it impacts relationships. They shared that these efforts have allowed them to have more authentic and effective conversations about the work they do to support students.

Due to the overwhelming response by participants, the spring CaTURN conference will include training from the Elk Grove team.

The next CaTURN conference is scheduled for March 14 & 15, 2019, in Elk Grove, California.

**CaTURN Director**  
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