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Massachusetts Education Partnership: Policy, Leadership, Labor-Management Collaboration

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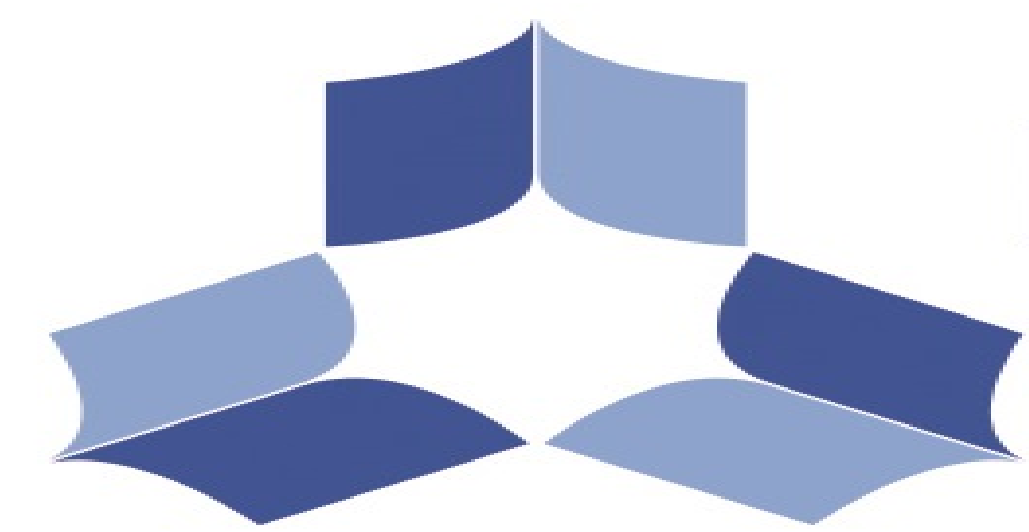


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Massachusetts Education Partnership

Policy • Leadership • Labor-Management Collaboration

John W. McCormack Graduate School of Policy and Global Studies,
Nancy Peace, Edward J. Collins, Jr. Center for Public Management

Summary

The Massachusetts Education Partnership (MEP) is a collaborative endeavor on the part of four education-related organizations representing teachers, superintendents, and school committees and four research institutions. By working together, the Partnership aims to improve student achievement through labor-management collaboration and to foster the development of collaborative cultures in Massachusetts school districts.

As of March 1, 2014, the MEP has trained labor and management leaders from 34 school districts in interest-based bargaining (IBB) and provided intensive facilitation to seven school districts where labor and management are working collaboratively on a program or issue of their choosing.

Partners

The Massachusetts Education Partnership (MEP) is a collaborative endeavor of the following eight Massachusetts organizations and institutions:

- **American Federation of Teachers, Massachusetts Chapter**
- **Massachusetts Association of School Committees**
- **Massachusetts Association of School Superintendents, Massachusetts Teachers Association**
- **Massachusetts Institute of Technology**
- **Northeastern University**
- **Rennie Center for Education Research & Policy**
- **University of Massachusetts Boston**

Approaches and Methods

The MEP has focused on five programmatic areas:

1. **Interest-Based Bargaining Institute (IBBI)** - offers school districts and their unions training in interest-based processes, including interest-based collective bargaining
2. **District Capacity Project (DCP)** - provides sustained, in-depth facilitation and consultation to school district union-management partners seeking to work collaboratively on an issue that the parties in that district agree to address
3. **MEP website** - showcases the work of the Partnership and provides resources to school districts throughout the Commonwealth who are seeking to create collaborative cultures at every level, from individual classrooms to labor relations to school-community relations
4. **Conferences** - brings together thought leaders and practitioners who are committed to improving student achievement by developing collaborative cultures
5. **Research** - evaluates the impact of MEPwork

Results/Impacts

To date, the MEP's IBB Institute has conducted IBB training in 34 Massachusetts school districts. Many of these districts have concluded successful negotiations or are in the process of doing so.

The DCP has provided intensive facilitation and consultation in 7 school districts over the past 18 months, primarily in Gateway Cities school districts. It has also held three successful DCP Institutes, which brought together all DCP district participants for joint learning and sharing. The Donahue Institute of the University of Massachusetts Amherst is conducting ongoing evaluation of this program. To date the results have been very positive.

The latest Donahue Institute Report is available on the MEP website.

Funding

Bill & Melinda Gates Foundation - \$750,000

Massachusetts Department of Elementary and Secondary Education Race-to-the-Top funding - \$250,000.

In addition, the MEP has received *\$180,000 from the National Education Association Foundation.*

The Collins Center is the fiscal agent for these two funding sources. Funds from the Massachusetts Teachers Association and the National Education Association Foundation go directly to the Rennie Center to fund DCP work.

The Massachusetts Teachers Association is the fiscal agent for these funds, which are paid directly to the Rennie Center for Education Research & Policy for the MEP's District Capacity work.

Student Involvement

The MEP currently employs **one doctoral student** from the John W. McCormack Graduate School of Policy and Global Studies. This student has been conducting interviews with participants in MEP's IBBI training.

References and Resources

Lead Contact: Nancy E. Peace, Executive Director

Start Date: May 2012

End Date : Our grant from the Bill & Melinda Gates Foundation ends June 30, 2014.