

National School Reform Faculty  
Centers of Activity Summit • Atlanta, Georgia  
October 5<sup>th</sup> - 6<sup>th</sup>, 2007

Attendees: Meg Anderson, Steve Bonchek, Annmarie Boudreau, Wendy Brannen, Angela Breidenstein, Lois Butler, Connie Chene, Sarah Childers, Mark Cosand, Lidia Gazdyszyn, Aimee Gibbons, Frances Hensley, RoLesia Holman, Karen Hopp, Sue Horan, Chris Jones, Gene Kadish, Katy Kelly, Andy Kulak, Rick Lear, Joe McDonald, Connie Parrish, Andy Plemmons, William Pollock, Maria Elena Rico, Donna Reid, Peggy Silva, Steven Strull, Susan Taylor, Gene Thompson-Grove, Heidi Vosekas, Diana Watson, Richard Weigel

**DAY ONE- Oct. 4<sup>th</sup>, 2007**

Agenda:

8:30 Welcome and agenda review

Agreements

Who we are

From the AC

Two working groups:

1. National Fac standards and guidelines
2. NF meeting planning and input

12:00 Lunch

1:00 Report out from morning sessions

Centers of activity membership work group

4:30 Planning for tomorrow

Reflections

Check in with our agreements

Agreements:

Speak your truth

Contribute your thinking and experience

Listen to understand

Try on new ideas

Listen together for patterns, insights, assumptions and deeper questions

Diversity Rounds

Introductions

AC review-

At the 10/3/07 Accountability Council Meeting:

- Full attendance except Teri Schrader
- Introductions of members present

- Reviewed governance docs
- Reviewed budget
- Membership report (406), \$30k
- Agenda mod
- Feedback to director
- Broke in to groups to plan for summit
- Formed smaller committee groups
  - Governance doc review group
  - Evaluation process for director (Teri)
  - Shaping agendas that meet our needs for meetings (w/Steven)
  - Building a diverse organization

#### Improv conversation w/ AC members

- Steven: Why should I join as an NF member now?
  - Gene: I share the beliefs and values of NSRF, and they guide my work every day. As soon as I use those beliefs and values in my practice and I use those practices to guide my learning and my students learning, then in fact I have joined. But I think I need to join more explicitly- because there are people who are funding nsrf who need to know who nsrf is- it's important to know who the people are so we can make our case, so I can stand with others from around the country. I want to support nsrfa and put my money where my practice is. I'm amazed that we can do all of this w. 3 full time staff and a part time director. I need those things to stay- I need someone to help me stay connected to ppl across the country- the resources, etc. I feel like I need to step forward to set an example, It s the one kind of money that can go to any type of expense in our budget which grants can't do. It's about saying here's who we are. But the money is also really important- we have to have some money we can count on. If in one summer 1100 ppl all joined at \$50 it would free us up to do some of the work that grants don't necessarily support.
- Steven: Where does the money go?
  - Wendy: the day-to-day operating expenses of NSRF. We reviewed the budget and felt clear about the purpose of the money- the upkeep of the office.
  - Gene: Connections costs \$12k, and serves as a fabulous pr and marketing, but we don't charge for it, so probably some money went to pay for it, to pay for our website, to pay for our staff.
- Elevator rap; why join?
  - We need a collective voice to answer that question. (HV)
  - This is our organization (WB)
- Why be a member if I work on my own?
  - It's not an obligation as the leadership to keep it going, but ours as members of this organization. The importance of collective

understanding will impact the work we do today to define our NFs and build towards the work we will do in spring.

Table talk- how are you answering the questions about membership?

- Table 1: what's the value added? How does it move groups to collegiality, beyond that what's the value added?
- Table 2: moving beyond CFGs and protocols into whole school change-making that association.
- Table 3: difficulties in representing public institutions make it difficult to support the heart of the work.
- Table 4: the rub is that it used to be free, and now we have to pay. It's valuable, but maybe money corrupts. Is it intellectual property? How centers work together- why aren't local centers doing the work instead of NFs?
- Table 5: what does membership mean and how do you get into it? It's about status. With so many allied institutions and their value and work, plus this other work (both local and collective) and how that resolved. Work of NSRF and definition- is it CFGs, protocols, intersection?
- Table 6: importance of belonging to org that recognizes shared work, skills, knowledge disposition and experiences that allow us to be greater than we are alone and part of a greater community.

### Preparation for Work groups

Break

### Two working groups:

1. National Fac standards and guidelines- Goal: build a developmental document that identifies the absolutes to start, growing and mature as a facilitator.
2. NF meeting planning and input - Goal: framing the purpose of the meeting- hopes and dreams- how will we be changed.

Break

Groups

Lunch

### Work Groups report out:

Fac Mtg Group:

- Identified PD as our overarching goal- Prep for our Practice (see notes).
- Relationship of the national organization- metaphor for the org as a whole.
- Both individual prep for work in terms of sharing skills and knowledge and what we want to build or need to get, as well as prep for summer seminars.
- A place where we would bring portfolio to share and get feedback.

- Critical to have research and documentation to show that what we do makes a difference for students.
- What does the Natl Ctr get to take back?- Notes, charts, etc.
- Volunteers for Fac Mtg Planning team - Michele Matton, Connie Parrish, Connie Chene, Maria Elena Rico, Jonett Miniell and Diana Watson

#### NF Guidelines:

- We bracketed question of what an NF is, and the process of becoming one.
- Regardless of what they turn out to be, need standards and a continuum to guide us.
- Used historical docs.
- Identified pieces of larger standards.
- Created initial point, developmental point and proficient point. We produced draft of continuum that Nat Ctr can boil down. Boiling down crucial- pages of standards are ineffective.
- Differentiating b/w local and national facts..
- Separate standards from guidelines- See what standards and guidance evolve through rest of day via gallery walk.
- What are we going to hold each other accountable to and for when we meet annually at Fac Mtg? All we know is that it's peer-to-peer, not hierarchical. Nat'l Ctr will own it- draft doc and use volunteers who can write w/us and check in at WM. Eventual goal is to publish them, and AC will hold dir accountable for that doc. Perhaps writing tomorrow morning on it? Add the internship and renewal doc into the mix.
- How do the Fac guidelines and the Fac mtg coincide? Making work public and getting feedback.

#### Centers of Activity membership:

Goal- develop shared knowledge and understanding of (roles, responsibilities, challenges) who we are and what we do- what does it mean to be a ctr in a membership org dedicated to mission? What support do we need to do our best work? Mutuality....

#### Process:

- Overview and purpose
- What, so what, now what "microlabs" in small groups – group chart
- Gallery walk
- Discussion of what we see, wonder, observe, think and don't see

#### Rounds of questions:

1. What does it mean to be a center of activity in a membership organization that has as its mission .....
2. What are the opportunities, challenges and obligations of being a center in a national membership organization?

3. Given the vision of a center of activity that you developed, what do you need as an individual/center form a national organization (not necessarily the national center) in order for that to happen?

Trends and things that stand out across #1 responses:

- References to mission
- National recognition/credibility
- Anticipation of q2
- Beginning to define what centers do
- Stuff that's needed or nice to have (ideal), different from what is required to survive (practical)

Trends and things that stand out across #2 responses:

Coding in Opportunity, challenge or obligation- often things were multiple categories.

- Opportunities:
  - Center to center communication
- Challenges:
  - Keeping obligations such as membership dues, data
  - Buy in at local level
- Obligations:
  - To National
  - Connecting trainees to national

Comments:

- What's new here is the membership facet, and financial contribution aspect.

Trends and things that stand out across #3 responses:

- Communication
- Online opportunities to communicate and meet other than in person
- Systems in place- articulate existing systems and building on them and making more
  - For coaches
  - For money and distribution
  - For resources
- Tools to explain and articulate the work- succinct
- Research
- Where's our book??
- Who's representing nationally at conferences etc.?

Overall: maybe we can better answer question one after answering 2 and 3.

Questions are mirroring the national questions. How does our national org reflect in leadership and in practice- equity? Do we reflect the people we serve? Not

waiting for National to ask that, but taking that up as centers? How do we hold each other accountable laterally?

Volunteers to help write centers piece for connections recapping conversation.

Membership update:

- Goal for '07-'08 fiscal year is \$75k.
- 500 paying members at WM at \$75 level.
- Plus 1000 new coaches in summer of '08.

Planning for tomorrow

We agreed to review the agreements in the morning

Closing

**DAY TWO- Oct. 4<sup>th</sup>, 2007**

Agenda:

8:30 Agenda

Connections

Agreements Review

9-11 Five work groups:

1. Budget Development w/Scott Hutchinson
2. Communications w/Heidi Vosekas
3. National Facilitator Standards and Guidelines w/ Sue Horan
4. Centers of Activity w/Diana Watson
5. Membership w/Maria Elena Rico

11:00 Work Groups Report Out

11:30 Next Steps

Closing

Agenda Review

Connections

Agreements Review

Work Groups

Work Groups Report out

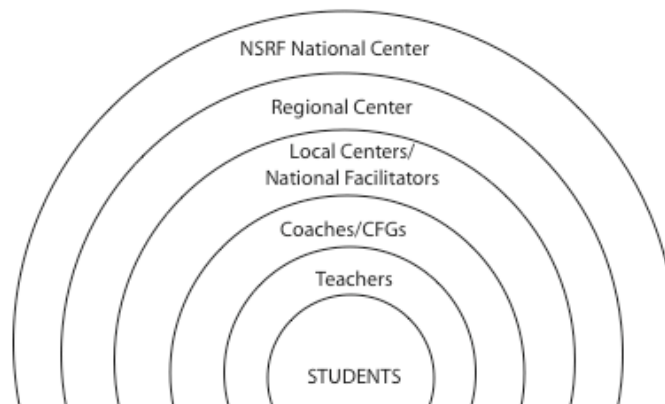
What we need to know from each group:

- Work
- Progress
- Next Steps
- Essentials to take back

1. Budget Development w/Scott:

- Discussed how to raise \$1,000, \$10,000, \$100,000 or 1 million
- Motivations that people w/money have in investing

- Taking our work and expertise and presenting it successfully
  - Projects to pursue next from group members
  - First three things to know when calling for money:
    - a. Problem/reason for asking
    - b. Solution and rationale/research to back it up
    - c. Who are you are/what you do- why you're special
2. Communications w/Heidi:
- How do we communicate?
    - a. listserv
    - b. website
    - c. distribution list
    - d. meetings
    - e. mailings- Connections
  - Next steps:
    - a. Connections: infuse organizational/business news. Report from National Center yearly.
    - b. New strategies: blogs, bulletin boards
    - c. Annual Meetings: solidify format/ content structure
    - d. Requiring return info- from Centers. Updates on website? in Connections? 2xyearly.
3. National Facilitator Standards and Guidelines w/Sue:
- Gallery walk of yesterday's work and docs
  - Affinity mapping
  - What it means- 5 standards:
    - a. Skills- disposition and knowledge
    - b. Equity- going deeper into the achievement gap
    - c. Living the work
      - i. embodiment
      - ii. public/reflective
      - iii. who you are and how you transfer it
    - d. Commitment to national mission
    - e. Significant experience in each area
4. Centers of Activity w/Diana:
- Conflicting objectives: Turf, competition, money etc. vs. the work
  - Developed this model for thinking about what our objective is:



- Question became: How do we as centers support each other and how can National maximize communication- what are we trying to communicate?
  - Reports:
    - a. To Centers and amongst
    - b. Nationally- annual report from National Center includes national projects and facilitators
    - c. Annual Report- business stuff
  - Center network:
    - a. calls
    - b. video conferencing
    - c. bulletin board
    - d. blogs
    - e. strands at meetings
    - f. regions
  - Center obligation is to support membership
  - Honoring standards- Accountability? Process?
5. Membership w/Maria Elena:
- Compelling reason to join is in local context
  - Take advantage of connections w/local facilitators
  - Renewal- make it work with facilitator help
  - Adjustments will take place next fall with institutions (adjusting timeline to improve)
  - Peggy and Steven will write for Connections a dialogue about institutional membership
  - Who benefits? First year its coach, then teachers and schools

Next Steps

Closing