

ALBERT SHANKER INSTITUTE SEMINAR SERIES
UNIONS SHAPING GOOD SCHOOLS:
WHERE EVERY CHILD GRADUATES; EVERY DIPLOMA REFLECTS ACHIEVEMENT
June 4-5, 2007

PRESENTERS

Karen Aronowitz

Karen Aronowitz, is President of United Teachers of Dade, which represents 39,000 teachers and education support professionals in the Miami-Dade County Public Schools. Under her administration, United Teachers of Dade has grown to its largest membership since its inception in 1974 and negotiated a landmark contract with guaranteed salary increases for three years for teachers and education support professionals. Partnering with Miami-Dade County Public Schools, Aronowitz led successful reform initiatives, including a secondary school reform model for senior high schools, and a School Improvement Zone for underperforming schools within Miami-Dade County which serves as a national model. Aronowitz is a former high school language arts teacher, serves on the board of The Children's Trust and United Way of Miami, and is a member of the Miami Chapter of the NAACP and the American Federation of Teachers K-12 Program & Policy Council.

Barbara Byrd-Bennett

Barbara Byrd-Bennett, chief executive officer of the Cleveland, Ohio, municipal school district, is an experienced educator, administrator, and authority on urban education. She began her education career in the New York City schools, where she served as an elementary, middle, and high school teacher, school principal, and director of curriculum & instruction and professional development. She has also been an adjunct professor at Malcolm King College in Harlem, New York's City College, the College of New Rochelle, and Fordham University. Before coming to Cleveland in 1998, Byrd-Bennett served as supervising superintendent for New York City's Chancellor's District, and as superintendent for the Crown Heights district in Brooklyn.

Kathleen Cashin

Kathleen Cashin is currently Regional Superintendent of Region 5, in New York City. Under her leadership, her schools demonstrated the greatest growth in ELA and Math scores in the City for three consecutive years. She is committed to fostering professional growth on the part of all staff, as well as engaging parents and community leaders in all components of the educational program. She has consistently endeavored to provide the best opportunities for all children. Cashin's career as an educator began more than thirty years ago, and she has served as a teacher, staff developer, reading consultant, and program manager for New York City schools, as well as principal of The Gil Hodges School and Superintendent of Community School District 23.

David K. Cohen

David Cohen is John Dewey collegiate professor of education and professor of public policy at the University of Michigan. His current research interests focus on education policy, the influence of policy on instruction, and the nature of teaching practice. His past work includes studies of the effects of schooling, school and teaching reform, evaluations of education experiments and intervention programs, and examinations of the relationship between research and policy. Included among his many previous roles are: consultant to the general counsel of the NAACP on schools and race (1964-66); director, Race and Education Project, U.S. Commission on Civil Rights (1966-67); professor of education and social policy, Harvard Graduate School of Education (1971-86); and president, The Huron Institute (1971-86). He is an expert on merit pay for teachers, both public and private school choice, and the relationship of student curriculum to teacher professional development.

Antonia Cortese

Toni Cortese, executive vice president of the American Federation of Teachers, is a former officer of the New York State United Teachers (NYSUT). She was elected NYSUT second vice president in 1973, a position she held until 1985, when she was elected first vice president. Among her many professional activities, Cortese has served on the executive committee and as a member of the National Board for Professional Teaching Standards,

which develops and administers assessments leading to the certification of accomplished teachers. She has served as an appointee of the U.S. Department of Education to the National Assessment Governing Board which is responsible for the National Assessment of Educational Progress (NAEP). A vice president of the national AFT for many years, she also serves as an AFT representative to the Learning First Alliance, a national coalition of major education organizations

Rudolph Crew

Dr. Rudolph F. "Rudy" Crew became Superintendent of Miami-Dade County Public Schools, the nation's fourth-largest school district in 2004. Crew's three priorities for the school district are: eliminating low-performing schools, increasing academic achievement for all students and bringing cost-efficiency to the district's construction and business practices. Crew is a lifelong educator whose career has spanned from the classroom to the chancellorship of the nation's largest school district, New York City Public Schools, where he served from 1995-1999. Crew also served as director of district reform initiatives at the Stupski Foundation, a private philanthropic foundation created to support the improvement of public education, and served as executive director of the Institute for K-12 Leadership (a partnership of the University of Washington and WestEd). Crew serves on numerous boards and is the recipient of many awards, including the NAACP Educational Leadership Award, the Arthur Ashe Leadership Award, and the Association of California School Administrators Administrator of the Year Award.

Nanciann Gatta

Dr. Nanciann Gatta began working at Niles Township High Schools District 219 in Skokie, Illinois in 1995 as an English teacher at Niles West High School. She served for two years as the Executive Vice President Niles Township Federation of Teachers Union, Local 1274. In 2000, she became the Director of the English and Fine Arts at Niles North High School and oversaw both departments until 2004 when she was appointed the Assistant Superintendent for Human Resources. On May 15, 2007, the Board of Education of District 219 appointed Dr. Nanciann Gatta as the next Superintendent of Niles Township High School District 219 effective July 1, 2008.

Susan Moore Johnson

Susan Moore Johnson is Director and Principal Investigator of the Project on the Next Generation of Teachers at the Harvard Graduate School of Education and the Carl H. Pforzheimer, Jr. Professor of Teaching and Learning. Johnson studies and teaches about teacher policy, organizational change, and administrative practice. A former high school teacher and administrator, she has a continuing research interest in the work of teachers and the reform of schools. She has studied the leadership of superintendents, the effects of collective bargaining on schools, the use of incentive pay plans for teachers, and the school as a context for adult work. From 1993-1999, Johnson served as Academic Dean of the Harvard Graduate School of Education. She is the author of many published articles and four books: *Teacher Unions in Schools*, *Teachers at Work*, *Leading to Change: The Challenge of the New Superintendency*, and *Finders and Keepers: Helping New Teachers Survive and Thrive in Our Schools*. Johnson is a member of the National Academy of Education.

Francine Lawrence

Francine Lawrence is President of the 3,200-member Toledo Federation of Teachers and a Speech-Language Pathologist in Toledo Public Schools. She was chief negotiator for a contract settlement in 2001 that focused on student achievement, featured attracting and retaining quality teachers, and emphasized teacher subject matter knowledge and skills, and high quality, teacher-drive professional development. An alternative professional compensation system to identify and reward accomplished teachers was implemented in 2002. The Toledo Review and Alternative Compensation System (TRACS) promotes teacher quality while improving the academic performance of students. TRACS provides incentive for excellent teachers to accept assignments at schools identified as high needs or other difficult to fill teaching assignments. Mrs. Lawrence co-chairs the Federation and district's Intern Board of Review which oversees the Toledo Plan. Peer mentoring and evaluation have dramatically changed the attitudes of Toledo's teachers and school managers about competence, responsibility, and the importance of teaching standards. It is an example of a school reform that works. Mrs. Lawrence presently serves on the Ohio Federation of Teachers Executive Committee and chairs the American Federation of Teachers Program and Policy Council. She also serves as Recording Secretary of the Toledo Area

AFL-CIO Council and is a member of the Northwest Ohio Center for Labor-Management Cooperation Advisory Board, Toledo Labor Management Citizens Committee, and Partners in Education Advisory Board. She recently co-chaired The Ohio 8, a strategic alliance of superintendents and teacher union presidents from the eight largest urban school districts in Ohio. The coalition's mission is to improve academic performance and close the achievement gap for urban children throughout Ohio.

Dan Montgomery

Dan Montgomery currently teaches English and film at Niles North High School in Skokie, Illinois, where he has taught since 1993. He received a M.S.Ed. from Northwestern University's School of Education and Social Policy, where he has also taught as a visiting instructor. He has led the teachers union of the Niles Twp. High School District since 1999, and has been president of the North Suburban Teachers Union, AFT Local 1274, a 1600-member union of K-12 teachers and support staff, since 2001. He serves as a Vice President of the Illinois Federation of Teachers and on the AFT's K-12 Program and Policy Council. He is also on the board of directors of the National Board for Professional Teaching Standards.

Edward J. McElroy

Edward McElroy was elected president of the American Federation of Teachers in 2004, having served as the secretary-treasurer since 1992 and as an AFT vice president since 1974, the same year Albert Shanker became the union's president. First as president of the Warwick Teachers Union and later as a state president of the Rhode Island AFL-CIO, he has been a leader in cementing teacher union ties to others within the labor movement. Having served as Al Shanker's right hand during the 1990s, McElroy is also an expert on educational and health care issues, as well as the fundamentals of labor organization and finance. He sits on numerous boards, councils and committees, among them the AFL-CIO's Executive Council. He is Chairman of the General Board of the AFL-CIO's Department of Professional Employees.

F. Howard Nelson

F. Howard Nelson, American Federation of Teachers, Office of the President, is currently studying various aspects of the No Child Left Behind Act, especially teacher mobility as it relates to the shortage of quality teachers in high-needs schools and identifying ideas for improving the supply of teachers to these schools. Nelson is an author of a controversial study released in 2004, *Charter School Achievement on the 2003 National Assessment of Educational Progress*. Prior to these efforts, he directed the federally-funded National Charter School Finance Study. For more than a decade, Nelson prepared the annual 50-state teacher salary survey of the AFT. He also specializes in analyzing budgets, international education data, education vouchers and analyzing private contracting in public schools. Prior to joining the AFT, he taught school finance in the Department of Educational Policy Studies, University of Illinois at Chicago. He has written several book chapters and published over three dozen articles.

Diane Ravitch

Diane Ravitch is senior research scholar at New York University, senior fellow at the Brookings Institution in Washington, D.C., senior fellow at the Manhattan Institute, and senior fellow at the Progressive Policy Institute. She served as assistant secretary of education (head of the Office of Educational Research and Improvement) and counselor to the secretary of education from 1991 to 1993. Her lectures on democracy and civic education in countries like the Czech Republic, Germany, Japan, Nicaragua, Poland, Romania, Slovakia, and many of the nations that constituted the former Soviet Union have been translated into many languages by the United States Information Agency. In 1989 she became an advisor to Poland's Teachers Solidarity trade union, and in 1991 was awarded a medal by the Polish government for her work on behalf of the Solidarity trade union. Among her other works, she is author of *National Standards in American Education: A Citizen's Guide 1995*, and *The Troubled Crusade: American Education 1945-1980*, and co-editor of *The Democracy Reader*.

Laura Rico

Laura Rico has been President of the ABC Federation of Teachers for 16 years. The ABC Federation represents members in the Unified Schools district located in the southeast section of Los Angeles County. Under her leadership a successful labor-management collaborative is in place where members, students and the school

community have benefited from this effort. Rico has been an AFT Vice President since July 2002, and is a member of the AFT Teachers Program and Policy Council. At the July 2005 AFL-CIO convention in Chicago, Rico was elected to the AFL-CIO Executive Council. Five years ago she was elected a CFT Vice President and now serves as the Senior Vice President.

Gary Smuts

Dr. Gary Smuts became the Superintendent of ABC Unified School District in July 2005. Previously he served as the district's Deputy Superintendent, Assistant Superintendent for Fiscal Services, Director of Schools for ABC's 30 schools and Director of Curriculum and Instruction. Smuts began his career in public education teaching history, was chair of the department of social studies and the American Federation of Teachers secondary representative on the union's bargaining team. He later became an assistant principal at Gahr High School and principal at Cerritos High School where he received the Distinguished High School award.

Katharine Strunk

Katharine Strunk is Assistant Professor of Education Policy at the University of California, Davis. She received her doctorate in Administration and Policy Analysis in 2007 from the Stanford University School of Education. Her research focuses on education finance and policy, specifically on California school finance, teachers' unions and teacher labor markets. Strunk's broader research interests center on issues of public and labor economics. Before coming to Stanford, she worked as a management consultant for Deloitte Consulting and Gen 3 Partners, and was the Associate Director of Development at the Low Income Investment Fund, a community development financial investment firm located in San Francisco, California.

Randi Weingarten

Randi Weingarten has been president of the United Federation of Teachers (UFT), which represents more than 140,000 active and retired educators in the New York City public school system, since 1998. She is also a board member of New York State United Teachers (NYSUT) and a member of the AFT Executive Committee. A vice president of the New York City Central Labor Council of the AFL-CIO, she heads the city Municipal Labor Committee, an umbrella organization for some 100 city employee unions. Weingarten serves on a number of boards, including the New York Committee on Occupational Safety and Health (NYCOSH); the Anti-Defamation League, New York Region; the United Way of Greater New York; The International Rescue Committee; and the newly formed Math for America. She is also on the advisory boards of Operation Public Education at the University of Pennsylvania and the Haan Foundation for Children

Suzanne M. Wilson

Dr. Suzanne M. Wilson is currently Chair and Professor in the Department of Teacher Education and Director of the Center for the Scholarship of Teaching at Michigan State University. Three major interrelated strands form the nucleus of her work: teacher knowledge and its relationship to teaching; curricular policy and its relationship to teaching, and teacher learning and its relationship to teaching. Prior to joining the faculty at MSU, Wilson was the first director of the Teacher Assessment Project, which developed prototype assessments for the National Board for Professional Teaching Standards. While at Michigan State, she has collaborated on several large-scale research projects, including the National Center for Research on Teacher Education, the Educational Policy and Practice Study, and the National Partnership for Excellence and Accountability in Teaching. Her current work concerns exploring various measures of teaching and teachers' understanding that might be used for teacher education and education research, as well as a study of the contemporary and jurisdictional battles over who should control teacher education and licensure.