

**BTU Executive Board Minutes
Meeting Minutes
December 12th, 2019**

Board Members Present: Diamonte Brown, Brian Mosher, Zach Taylor, Corey Gaber, Arshay Bacon, Barber Bernard, Miriam Brooks-Arnette, Angela Campbell, Deborah Crockett, Sandra Davis, Diana Desierto, Celia Elliott, Candace Fryer, Terry Harper, Shelly-Ann Higgins, Brittany Johnstone, Kellie Knight, Kelly Hope, Steve Mednick, Kimberly Mooney, Michael Pesa, Harry Preston V, Caroline Schmidt, Fareeha Waheed, Juanita Ware, Cristina Duncan Evans, Melissa McDonald, Donte Givens, Michelle Worsley, Shawn McKay, Tangel Moore, LaKeisha Purnell

Board Members Absent: Sita Chaitram, Notaya Forte, Antonio Mason, Wanda Thompson, Leilani Jones, Darlene Randall-Brown, Sophia Carroll, Jocelyn Providence

Vacancy: PSRP Special Services V.P.

Staff Present: Natalia Bacchus

I. Call to Order

- a. Meeting called to order by President Brown at 6 pm.

II. Roll Call

- a. Roll call was taken and a quorum for each chapter was established.

III. Minutes

- a. Zach Taylor motioned to amend the October 10, 2019 Executive Board minutes to reflect that Cristina Duncan Evans moved to call to question and end debate so that the Board could vote on President Brown's recommendation and that's what was voted down, rather than a particular motion being voted down. Angela Campbell seconded. Motion carried.
- b. Angela Campbell moved to accept minutes with amendment. Kimberly Mooney seconded. Motion carried.
- c. Angela Campbell moved to accept the November Executive Board minutes as printed. Sandra Davis seconded. Motion carried.

IV. President's Report

- President Brown seeks those interested in forming a workgroup on bylaws for the BTU. See Natalia Bacchus if interested.
- If Board members want to request BTU staff to complete a task, the request should be made to President Brown. Please see memo that addresses this. Staff can volunteer to take on committee's work if they are assigned BTU staff member. Staff have expressed that they are not sure what to prioritize when Executive Board members informally make requests of them. All requests must go through President Brown to ensure efficient use of Union resources.

- President Brown has been to about 150 schools now. These are very important to increase union's visibility and to show we are here to support members even when there is not a problem. Additionally, it helps President Brown and Ms. Bacchus understand the climate of each school and to share positive things happening around the district.

V. Committee Reports

- **Educational Issues Committee:** District was not aware they needed to provide space for BTU for the PDC Cristina needed to show them language from contract.
- **Benefits Committee:** Zach Taylor reported that the committee met yesterday and reviewed perks of membership (AFT national & BTU local) as well as contractual benefits including various healthcare aspects such as vision, dental. The committee also looked at recent healthcare contracts approved by the district. Meets 2nd Wednesday from 4:15-5:15 pm
- **International Committee:** Virtually met, still working on visa issue. North Avenue sent a list of visa issues and the committee is keeping track of statuses.
- **Negotiations Committee:** Engaged in both BTU meetings and some school visits (Matthew A Henson and others), focused on the questions of "What would make teaching here worthwhile for the long haul? What do you need in your contract to help make this happen?" This committee is also working to create draft of membership survey (combining roughly 15 union surveys from other locals).
- **Organizing Committee:** This committee discussed how to strengthen school site organizing and main points that we need to hit on for Kirwan. The committee also started discussing commitment cards for actions related to Kirwan.
- **Special Education Committee:** Turnout was better for the most recent meeting. Steve Mednick will be going to other special education meetings to generate more members. BTU met with Commissioner Dr. Brooks in the Office of Special Education to discuss ongoing issues and to increase training for special education teachers and PSRPs.
- **COPE Committee:** Todd Reynolds and Kenya Campbell attended this meeting and discussed processes with different labor councils. COPE is currently hoping to gain more members. They are meeting on December 19 at Joe Squared since the meeting conflicts with the BTU Holiday Party. Members want as many people on it as possible to conduct town halls, etc. since there's an election coming up for Rep. Elijah Cummings' vacant seat. Ask: send people to COPE meeting on January 15 from 4-5 pm if they are interested in politics.
- **Legislative Committee:** Committee spent time talking about structuring committee. Harry Preston also discussed lobby night at Annapolis. President Brown discussed merging this effort with the Organizing Committee. There is a conflict as the PSRP information session is also happening on this night. Dr. Johnson is attending so it will be hard to reschedule the PSRP information session. Buses can meet at sites other than the BTU if they have enough numbers to fill each bus. There was discussion about how to best recruit and incentivize building representatives. Harry Preston will try to get the calendar for the year. The buses will return around 10 pm. Cristina brought up that The Intersection is also organizing a youth rally with a goal of 1000 people and suggested we coordinate to amplify messages.

- **Civil, Human, and Women’s Rights Committee:** Luncheon is happening as well as the 2nd Annual Holiday Drive, exact dates TBD.
- **New Teacher Steering Committee:** The committee met on December 7, 2019 to discuss engaging with new teachers that may not be already connected to BTU. There was talk of starting a Google Classroom page for new teachers as well as the possibility of BTU presenting at the New Teacher Institute. A teacher also asked if there is any policy about student deaths and how the district addresses those students’ peers and teachers. Maryland State Education Association Early Career Educator Summit happened, and four TU members attended. A follow up meeting will happen next week to think about next steps as the NTSC thinks about events it would like to host in the future.
- **Health and Safety Committee:** No updates at this time.
- **Clerical Committee:** There was no meeting due to the holiday. The clerical committee needs more members.
- **Fundraising Committee:** There was no meeting last week. Harry Preston said he will do more to update the BTU on the fundraiser. The Casino Night is scheduled for February 29 and it follows a Mardigras theme. The committee still has enough bottles and gift cards from last time since this event was previously cancelled. President Brown inquired about questions that she asked about and still has not gotten a response for. Natalia Bacchus will send the questions again to Harry. Possible future events include a golf tournament or an adult prom/father daughter dance. Harry suggested that this committee would yield to COPE as there is overlap with members. President Brown suggested that perhaps this committee needs more members.
- **Special Events Committee:** Harry Preston is asking for Executive Board members to support with working the Holiday Party. President Brown said we need strategic turnout and not assume that anyone else is promoting the event and a strategic plan with everyone’s roles, goals, etc.
- **Publications Committee:** The committee met in November and is working on a template for a newsletter and plans for a Facebook group in addition to a pamphlet about BTU’s core values, etc.

VI. New Business

- A. **SOMOS (Students Organizing a Multicultural Open Society):** This student group presented during the Executive Board meeting last month and unfortunately a resolution could not be passed due to not having quorum. The students are advocating for more equity in the school choice process as the current process filters students based on English language performance which is inherently biased against newcomers to the United States who may not be proficient in the English language but may be exceptional students in their native language. Cristina Duncan Evans read an email from a BTU member outlining concerns about the school choice process for English language learners that defended district action on the matter to this date.
- a. Zach Taylor motioned, “Resolved, that the Baltimore Teachers Union supports SOMOS's efforts to alter the BCPSS High School acceptance process in order to secure equal opportunities for English Language Learners.” Cristina Duncan Evans seconded. Discussion occurred. Kimberly Mooney called the question,

Angela Campbell seconded, and the motion to end debate was carried. Vote on the original resolution was held. Motion carried.

B. Motion to Amend Agenda

- a. Kimberly Mooney motioned to amend the agenda to include discussion of the Membership Report after the budget. Caroline Schmidt seconded. Motion carried.

C. BTU Budget Presentation led by President Brown

- AFT National finance representative Julie Hoffsten was present for this presentation.
- Summary: The BTU is spending more money than it is bringing in, and this trend has increased since the Janus decision. Noted that AFSCME 3 cut their budget by 30 % in preparation for Janus but no such plans were put in place by the BTU. If we had cut our budget by 30 % we would have a surplus rather than a deficit. We need to scrutinize the financial decisions of the BTU with new eyes and not simply do things as they have been done in the past.
- Julie Hoffsten presented ideas such as scaling back on distribution of paper copies such as calendars, meeting costs, phone plans, hotel costs, raising costs for conference, etc. She also suggested sometimes spending money is beneficial if it will generate more money in the future. Raising dues, increasing membership, and/or lowering spending; charging space is also a good way to generate funds.
- In response to questions, Julie Hoffsten said financial summary reports should be shared during membership meetings (payables, receivables, and balances in accounts). If there is a deficit, members should know. Cristina said if we release this information to members then we have to address 3 major components: the BTU's plan to address budget gap; to show members that being in the union is worth their dues; and ask people for input on budgeting prioritization decisions such as on QUEST.
- Discussion of credit card use, Julie Hoffsten said she is wary of credit card use and encourages tight controls, but said it's not practical for a union of our size to be without a credit card. Best practices should be followed, including submitting receipts to the Finance Department for each transaction.
 - a. Kimberly Mooney motioned to adopt the resolution regarding credit card use by the President (see attachment for the December meeting). Corey Gaber seconded. Motion carried.

C. Shawn McKay motioned to extend agenda time beyond 8 pm to complete all agenda items. Corey Gaber seconded. Motion carried.

D. Zach Taylor motioned to have the appeals policy be the next item on the agenda. Corey Gaber seconded. Motion carried.

- a. Keith Zimmerman presented on the need for members to submit documents to the Union in a timely fashion. See the supporting attachments for further information
- b. Kimberly Mooney motioned to adopt the resolutions for the appeals process for both the teacher and PSRP chapters. Caroline Schmidt seconded. Motion carried.

E. Membership Updates:

- a. We need to increase memberships. In collaboration with others at the BTU, Marisha Ingram is now responsible for creating documents to support a strategic plan to increase membership; she is working with George Hendricks to create a plan that will be followed by all Field Reps.

F. Policy Activity:

- a. Cristina Duncan Evans said the purpose of the policy activity that many Executive Members engaged in last month was to generate ideas that will contribute to a policy platform. Template will be sent out to all Board members and will be followed up on during our January 30th retreat day.

G. Community Engagement Policy:

- a. See the supporting attachment for the full policy resolution. Cristina Duncan Evans presented and moved for adoption of the Community Engagement Policy as the original text notes. Zach Taylor seconded. Discussion followed.
- b. Angela moved to offer a friendly amendment to second "Resolved" paragraph to include "and/or financial resources" rather than "and financial resources" as the approved texts. Cristina Duncan Evans accepts the friendly amendment. More discussion follows.
- c. Zach Taylor motions to offer a friendly amendment to withdraw the phrase "financial resources" altogether. Cristina accepts the friendly amendment. More discussion follows.
- d. Cristina Duncan Evans withdrew her proposal and made a new motion to introduce the Community Engagement Policy Resolution, however with the entire second "Resolve" paragraph removed. Harry Preston called the question. Corey Gaber seconded. Motion to end debate carried.
- e. Vote on the actual motion, motion carried.

H. President Brown made a motion to adjourn. Corey Gaber seconded. Motion carried and meeting adjourned.

12/12/19 President's Report

- **Holiday Party and Gift**
 - Dec 18, 2019 at Martin's West
 - President Brown will give each Executive Board member a free ticket
 - Gift for each Executive Board member: BTU blanket
- **By-Laws Work Group**
 - The BTU does not have by-laws, so a work group will be formed. Let President Brown and Natalia Bacchus know if you are interested in joining this work group
- **Memo about BTU Staff and Executive Board**
- **School Tour: 128 schools in 12 weeks!**
<https://www.baltimoreteachers.org/president-browns-back2schooltour/>

School Visits Week #1 (16 schools)

National Academy Foundation, Highlandtown Elementary/Middle, Patterson High School, Vanguard, Arlington Elementary, Vivian T. Thomas Medical Arts Academy, KIPP Baltimore, Edgewood Elementary, Belmont Elementary, Harford Heights Elementary, Baltimore City College, Claremont School, Armistead Gardens Elementary/Middle School, Tench Tilghman Elementary School, Elmer A. Henderson School, Walter P. Carter Elementary/Middle School.

School Visits Week #2 (6 schools)

Johnston Square Elementary, Baltimore Design School, Joseph C. Briscoe Academy, The Historic Samuel Coldridge-Taylor Elementary, Baltimore School for the Arts, Baltimore Leadership School for Young Women.

School Visits Week #3 (11 schools)

Mount Washington Elementary/Middle, Dickey Hill Elementary, Liberty Elementary School, Forest Park High School, City Springs Elementary/Middle School, Wolfe Street Academy, Baltimore Polytechnic Institute, Western High School, Hampden Elementary/Middle School, Academic for College and Career Exploration (ACCE), Independence School Local I High School.

School Visits Week #4 (12 schools)

Lois T. Murray Elementary School, Northwood Elementary School, Yorkwood Elementary School, Leith Walk Elementary/Middle School, Eutaw-Marshburn Elementary School, Midtown Academy, Mount Royal Elementary/Middle School, Dorothy I. Height Elementary School, Paul Laurence Dunbar High School, Paul Laurence Dunbar P-TECH, Commodore John Rogers Elementary/Middle School, The Crossroads School

School Visits Week #5 (13 schools)

Hampstead Hill Academy, Patterson Park Public Charter School, William Paca Elementary, Bluford Drew Jemison STEM Academy West, Augusta Fells Savage Institute of Visual Arts, Harlem Park Middle School, Booker T. Washington Middle School, Renaissance Academy, Sarah M. Roach Elementary School, Beechfield Elementary/Middle School, Calverton Elementary/Middle School, Mary E. Rodman Elementary School, North Bend Elementary/Middle School

School Visits Week #6 (17 schools)

New Era and New Era P-TECH, Arundel Elementary School, Cherry Hill Elementary/Middle School, Abbottston Elementary, Margaret Brent Elementary/Middle School, Barclay Elementary/Middle School, Dallas Nicholas, Sr., Elementary School, Fallstaff Elementary School, Pimlico Elementary/Middle School, Edgecombe Circle Elementary/Middle School, Dr. Nathan A. Pitts-Ashburton Elementary/Middle School, Mergenthaler Vocational-Technical High School, Gardenville Elementary/Middle School, Glenmount Elementary/Middle School, City Neighbors Charter School, Hazelwood Elementary/Middle School

School Visits Week #7 (11 schools)

James Mosher Elementary, Empowerment Academy, Alexander Hamilton Elementary, Robert W. Coleman Elementary, Sinclair Lane Elementary, Belair-Edison School, Collington Square Elementary/Middle, Steuart Hill Academic Academy, James McHenry Elementary/Middle School, Excel Academy, Franklin Square Elementary/Middle School

School Visits Week #8 (4 schools)

Hilton Elementary School, ConneXions: A Community Based Arts School, BARD High School Early College Baltimore, Angela Y. Davis Leadership Academy and Coppin Academy

School Visits Week #9 (8 schools)

Thomas Johnson Elementary/Middle School, Federal Hill Preparatory School, Digital Harbor High School, Sharp-Leadenhall Elementary School, Highlandtown Elementary/Middle School, John Ruhrah Elementary/Middle School, Graceland Park-O'Donnell Heights Elementary/Middle School, Holabird Elementary/Middle School

School Visits Week #10 (18 schools)

Reginald F. Lewis High School, Baltimore Collegiate School for Young Boys, Hamilton Elementary/Middle School, City Neighbors Hamilton, City Neighbors High School, Cecil Elementary School, Stadium School, Waverly Elementary School, Career Academy, Calvin M. Rodwell Elementary/Middle, Callaway Elementary School, George W.F. McMechen School, Cross Country Elementary School, Creative City Public Charter School, Furman Templeton Preparatory Academy, New Song Academy, Sandtown-WInchester Achievement Academy, Matthew Henson Elementary School

School Visits Week #11 (8 schools)

Violetville Elementary/Middle School , Green Street Academy, Wildwood Elementary/Middle School, Gwynns Falls Elementary School, Curtis bay Elementary/Middle School, Benjamin Franklin High School, Maree G. Ferring Elementary/Middle School, Bay-Brook Elementary/Middle School

School Visits Week #12 (4 schools)

Govans Elementary School, Medfield Heights Elementary/Middle School, Tunbridge Public Charter School, Guilford Elementary/Middle School

The Baltimore Teacher's Union
Membership Report
12/12/19

**Bargaining Unit Totals (members and non members) November	7,476
Current	7,572
# of Teacher Members last month	5,495
# of Teacher Members Current	5,549
# of teacher Non Members last month	500
# of teacher Non Members Current	458
# of PSRP Members last month	1,325
# of PSRP Members Current	1,344
# of PSRP Non Members last month	231
# of PSRP Non Members Current	222
Last Month	6,820
Member Totals Current	6,893
Last Month	731
Non Member Totals December	679
Teacher Member %	92.38%
PSRP Member %	85.82%
Teacher Non Member %	7.62%
PSRP Non Member %	14.18%
Vacancies	441

THE SOMOS SOLUTIONS

Solution #1: "The Bump"

Composite Score + 25% Increase (0-3 years) = New Score
 Composite Score + 20% Increase (4-5 years) = New Score
**does not apply to students in ESOL for over 5 years*



NOTE: % increases are based on calculations using nameless student ESOL data from 4 different school sets of 2017-2018 8th grade ESOL data

Solution #2:

Give ELs a standardized test in their native language and English.

Currently PARCC and MCAP: The Reading exam is ONLY available in English
 The Math exam is ONLY available in Spanish and English

Current district iReady EL Accommodation: Both exams are in English ONLY
 Students receive NO accommodations such as bilingual glossaries or dictionaries

Solution #3: Alternative Application for ELs

STUDENT INTERVIEW (30%)	RECOMMENDATION LETTERS (20%)	STANDARDIZED EXAM (20%)	OVERALL GPA (20%)	WRITTEN STATEMENT (10%)
A maximum 30 minute interview Answer questions about written statement <ul style="list-style-type: none"> translator support 	Two recommendation letters <ul style="list-style-type: none"> ESOL teacher Teacher of choice 	Best percentile on 1 of 3 Standardized exams: <ul style="list-style-type: none"> 7th Grade PARCC/MCAP January 8th Grade iReady *Measured by Percentile	7th Grade & 1st Quarter of 8th Grade *FOR NEWCOMERS: First 2 Quarters of 8th grade	Answer prompt 500 word Maximum Essays may be typed or handwritten.

Note: This is similar to the process for private school students

Solution #4: Compare ELs to ELs

Formula

$$\text{Rank} = \left(\frac{\text{Number of scores below or equal to desired score}}{\text{Total number of scores}} \right) \times 100$$

Rank → Percentile Rank

Instead of calculating an ELs percentile rank using ALL student scores, only compare ELs to other District ELs

HIGH SCHOOL DREAMS FOR ENGLISH LANGUAGE LEARNERS: INEQUITY IN THE HIGH SCHOOL APPLICATION PROCESS

What would you do if your child was the 8th grade valedictorian and still couldn't get into a school like City or Poly?

We, Students Organizing a Multicultural Open Society (SOMOS), tackle systemic injustices in Baltimore City Public Schools. We are fighting to make sure ELLs have fair access to highly selective schools!

How do Baltimore City students get into a highly selective schools? Schools use composite score formulas.

Composite Score Formula for City, Dunbar, Western	
<p>Standardized Math Percentile + Standardized Reading Percentile</p> <p><i>*Standardized Tests from 7th Grade (previously PARCC, now MCAP)</i></p>	<p>Math Grade (x2) + English Grade (x2) + Overall Grade (x2)</p> <p><i>*Grades are from ALL 7th Grade + Q1 8th Grade</i></p>

The formula's use of the standardized test is discriminatory!

The current standardized tests (PARCC & MCAP) do not have sufficient accommodations. Therefore, these tests do not reveal an ELL's true academic ability.

The current ELL population in Highly Selective High Schools is not representative of the # of ELLs in the District

% of ELLS in 2018-2019				
All BCPSS students	City	Poly	Patterson	Digital
7.2%	0.2%	*	41.7%	22.4%

**SOMOS requested Poly and Western data from school district, but have been denied specific numbers.*

This process is violating students' rights!

The Equal Education Opportunity Act (EEOA) prohibits state & school districts from impeding ELLs from participating **equally** in state and district education programs due to a language barrier.

The District EL "Solution" is inadequate!

In 2018, the District determined that chosen ELL students could use their 8th-grade iReady scores. The problem with this is that iReady is **NOT** a high-stakes test. As stated in the teachers' instructions, it is to show the knowledge growth of the student. Therefore, it **doesn't allow** any accommodations! No extended time! No bilingual dictionaries! That's why ELLs % remain so low! We also believe that ALL students should benefit from a new score not just a chosen group.

TIMELINE

* Includes major moments and meetings throughout this process.

March 23, 2017 - City Council Youth and Education Hearing on Immigrant Students: Event featured testimony from OYE members from City, Poly, and Digital high schools! BCPS makes several commitments, including **to create adequate accommodations for 8th grade ESOL students on exams that impact high school placement by September 2017!**

December 13th 2017 to City College Administration: After no changes are made, SOMOS presents to City College Administrative team which approves alternate application and a small pilot program contingent on approval from BCPSS administration.

December 18th 2017 to Armistead Gardens ESOL teachers: ESOL teachers approved of participating in pilot program and alternative application and worked with SOMOS to develop arguments and counter arguments for alternative application.

January 8th 2018 to Community organizers and representative from Mayor's office of Immigrant and Multicultural Affairs: Students workshopped their arguments and presentation style in preparation for the January 19th North Avenue meeting.

January 11th 2018 to BCPSS 8th grade ESOL teachers (4 schools) and ACLU team: SOMOS successfully brought onboard ESOL teachers from Commodore John Rodgers, Vanguard, Armistead Gardens, and Lakeland. ESOL teachers and an Asst. Principal agree to have their school participate in a 20-student pilot. They approve of an alternative application or % score correction as solutions for current 8th graders. ACLU agreed with SOMOS' observation that what is occurring in BCPSS appears to be a violation of ELLs civil rights.

January 19th 2018 to BCPSS Administration and Councilwoman Mary Pat Clarke and Councilman Zeke Cohen: Administration "discovers" that there have been 0s placed in ELLs composite scores after questions by SOMOS. Team agrees to seriously consider equity issue and to meet in February to discuss their own research. City Council members agree to ally with SOMOS in this effort.

February 12th 2018 to School Board Member Peter Kanam: Overview of the progress SOMOS has made was given to school board member.

February 15th 2018 to BCPSS Administration and Councilwoman Mary Pat Clarke and Councilman Zeke Cohen: SOMOS meets again with BCPSS administration. Pilot program is denied. Alternative application is denied. % score correction on composite score formula is denied. District commits to audit 0s, update 7th grade PARCC scores to 8th grade iReady scores for select ESOL students for this school year. District commits to having SOMOS participate in High School Entrance Criteria Working Group to fix issue for following school year, commits to having SOMOS talk with MIT professor to run models of students' ideas.

March 19th 2018 to BCPSS High School Entrance Criteria Working Group: Working group is supportive of score correction proposal and very supportive of pilot program. Agrees to continue to work with SOMOS to develop a revised school application process for school year 2018-2019 applications. SOMOS is not invited back to meet with group and MIT meeting never takes place.

April 13th 2018 to Director of Differentiated Learning, ESOL Lead, and School Board Member Peter Kannam, and City College Principal: SOMOS requests to still enact pilot program with 20 students and is denied. SOMOS asks that all, not just the top students, have their 7th grade PARCC scores changed to their 8th grade iReady Scores and is denied. SOMOS is by the District to take on issue of recently exited students who get into City College, but don't enrol. A list of ideas is drafted to support enrollment of 55 students accepted into City College.

April 24th - May 17th 2018 SOMOS Takes on REL Enrollment: Students, SOMOS advisors, and City College admissions office works to enroll as many students from North Avenue's list of recently accepted students by translating acceptance materials into Arabic, Chinese, and Spanish; making school visits; making home visits; making calls in French, Arabic, and Spanish.

May 17th 2018 City College Welcome Night for International Families: SOMOS and City College Admissions hosts 1st ever night for international families. 47 of 55 Students enrolled, 5 of 55 attending other schools, 3 in progress.

June 1st 2018 SOMOS receives RAF Grant: SOMOS is awarded \$2,500 to create a fall middle school soccer tournament & high school fair event. SOMOS plans to use the soccer tournament as an opportunity to teach 6-8th grade students about high school options in Baltimore City College.

June 12th 2018 - SOMOS speaks at School Board Meeting, a week later 24 ESOL students receive new placements into highly selective schools.

July 2019 - 8 ESOL Students take new placements at Highly Selective Schools

Community Engagement Resolution

WHEREAS, communities and the institutions and people that serve them are inextricably bound; and

WHEREAS, the Baltimore Teachers Union and its members both serve and are a part of communities in which they live and work;

WHEREAS, for the Baltimore Teachers Union, community is defined not just by our members' workplaces or by geographic boundaries but by the values we share with the many people who come together in pursuit of common goals; and

WHEREAS, we seek to ensure that our communities thrive, not simply survive; toward that end, we work to create access to quality healthcare and public education; promote safe neighborhoods; good jobs and the access to them; mutual respect among individuals and groups; and a commitment to shared responsibility for the well-being of the whole community; and

WHEREAS, no community can flourish unless its children are well educated, healthy, safe and provided for because, as Marian Wright Edelman has eloquently stated, "the future we hold in trust for our own children will be shaped by our fairness to other people's children"; and

WHEREAS, no public education system, healthcare system or other public service can flourish without the engagement and support of the immediate and broader communities they serve in which they exist; and

WHEREAS, the Baltimore Teachers Union understands the power of collective voice and collective purpose:

RESOLVED, that the Baltimore Teachers Union commits itself to strengthening its ties at the local, state and national levels to the communities in which we live and work and invite them to make the same commitment to our affiliates at every level; to become full partners with them in shaping and building the institutions that serve our communities and help shape our children's futures; and

RESOLVED, that the Baltimore Teachers Union makes common cause with our communities by working as partners to build and support strong, vital and vibrant neighborhoods and communities that help make possible for all our children success in school, success in careers and success in life.