



 **LEADERSHIP FOR
EDUCATIONAL EQUITY**





Too many students are receiving an inequitable, inadequate education. Too few public decision-makers are prioritizing the measures necessary to strengthen our schools.

Our students and communities need more leaders who believe this is a solvable problem and who will fight for them.

That's why we're making a bet on leadership. In fact, we're **making a bet on you.**

Who We Are

Leadership for Educational Equity (LEE) is a nonpartisan, nonprofit organization striving to inspire and equip a diverse group of current and former teachers to engage civically and politically on behalf of students in their communities.

With an enduring movement of more than 30,000 strong who have worked in America's highest needs schools, our members are taking action to ensure every student has access to a quality education. As they strive to build a collective impact and think critically about the policies affecting students in their communities and across the nation, they leverage LEE to provide them with the support and training to get more civically and politically engaged.

WE DEVELOP LEADERS WHO ARE

Visionary.

Have a clear idea of the kind of change needed, informed by direct experience in the classroom and community, and have bold plans for how to make it happen.

Strategic.

Make critical decisions based on careful evaluation of evidence, and take on challenges systematically.

Community-driven.

Build power through relationships with diverse groups in their local communities to foster a collective voice for change.

Reflective and self-aware.

Leverage their strengths and seek to continuously grow. Personal experiences inform their work.

Values-driven.

Have the confidence to take risks and make difficult decisions that are directly informed by the voices of students and families.

OUR COMMITMENT TO DIVERSITY

At LEE, our organizational values drive us to support staff and members in operating as community-driven leaders.

We work diligently to lift up the leadership of members who serve communities most directly impacted by the injustice of educational inequity.



Your Leadership Path

LEE can assist you in finding the leadership path that best suits your experience, skills and goals. We provide training and support to pursue a role in policy and advocacy, organizing, or elected leadership. Our commitment enables you to identify rewarding opportunities, create career plans and excel in your pursuits.

POLICY & ADVOCACY

Every student benefits when professionals with classroom experience—who understand the complex realities of educational inequity—are involved in policy decisions.

In your school, local district or at the state capitol, you can have a role in crafting, promoting or analyzing policies that impact the complex challenges that face today's children and educators.

A career in policy or advocacy could involve government, think tanks, unions or academia—and the opportunities are diverse: from budget director at an education agency, to legislative assistant, to elected official, to homeless education advocate or researcher.

We can help you choose your path, connect you with networks, guide you to knowledge and skill-building opportunities, and provide resources to advance your career.

Policy & Advocacy Opportunities with LEE

- Policy & Advocacy Summer Fellowship
- Policy Advisor Fellowship
- Regional Policy Cohorts
- Public Policy Fellowship
- LEE Public Leaders Fellowship
- National Policy & Advocacy Workshop
- Policy Leadership Academy
- Regional policy trainings & summits
- Policy job search support
- Relationship building & networking
- Career coaching



Aixle Aman

Los Angeles

TFA New York '06

Chief of Staff

LA Unified School District

Board Member Ref Rodriguez

Aixle's teaching experiences at a public school in Brooklyn and a private school in LA transformed her outlook on education, revealing what she sees as systemic disparities and a disconnect between decision-makers and teachers. She decided to go to policy school to learn how to be part of the solution to the problem. Now, with a master's in public policy and while pursuing a doctorate in educational leadership for social justice, Aixle is becoming a transformative leader in the movement for educational equity. In her current position, she plays a key role in the governance of the second largest public school district in the country, reaching more than 640,000 students.

How LEE Has Inspired Aixle

In pursuing her education and finding a public policy position, Aixle utilized a number of LEE programs, including our Policy & Advocacy Summer Fellowship, National Organizing Workshop, Policy Leadership Academies, Regional Strategy Team Summit, as well as networking and career coaching. Her continued engagement with LEE has helped her become the leader she is today.

“I truly believe if kids can have all of their needs met — academic, mental, physical and emotional — while they're in school, then they can have a real chance at moving forward in life. That, to me, is equity.”

ORGANIZING

Students need leaders who can organize with and in communities and build a movement to hold decision-makers accountable for policies that promote educational opportunity for all students.

Pursuing a career in organizing gives you the opportunity to work with students, fellow teachers, parents and community members to build and utilize the tools of change.

Organizing positions fall into two categories: political organizing, which is centered on a campaign for a candidate or an issue; and community organizing, which is rooted in building power within communities to effect change.

With LEE, you can find resources to support your career in organizing, such as training to conduct a power analysis, research complex policy issues and teach community members about organizing principles and strategy. The result is relationship building with key allies and mobilizing your community to take action to achieve educational equity.

Organizing Opportunities with LEE

- Community Organizing Fellowship
- National Organizing Workshop
- RIGHT NOW School Organizing Workshop
- Rural Policy & Organizing Summit
- Regional organizing trainings
- Leadership roles within the LEE National Organizing Leadership Network
- Organizing job search support
- Relationship building and networking
- Career coaching

Across the country, LEE members have created Network Partners, independent groups that connect teachers, parents, students and leaders in a local community. These groups identify issues within their community and together take action to change policies.

Charlotte

LEE members secured funding to pilot a restorative justice initiative.

Baltimore

LEE members got the school board to pull back the curtains on how the \$1.34 billion budget is made.

Washington, D.C.

LEE members kept 10 community schools open through their support of a \$1.2 million funding allocation.

Angelenos Organizing for Education (AO4E)

Los Angeles

In 2014, a mom was struck by a car in a pedestrian zone without a crossing guard while walking her child to school. Soon after, Angelenos Organizing for Education, a group founded by LEE members, brought together more than 200 LA citizens to build a campaign to ensure every elementary school in the Los Angeles Unified School District had a crossing guard to help students get to school safely.

After meeting with elected officials, testifying about the urgent need for improved student safety, and organizing a major public action to demonstrate community support for the measure, the city council allocated \$1 million to hire crossing guards at 65 schools across the city—a huge commitment to the safety of 40,000 students on their way to and from school. LEE provided AO4E members with the training and technical assistance they needed for success.



Because of AO4E's efforts, 40,000 students in LA will have a safer trip to school.

ELECTED LEADERSHIP

Becoming an elected official is one of the most influential ways to impact educational equity. After all, public leaders are in an ideal position to drive policy or legislative changes that have the power to transform entire communities.

LEE empowers teachers to move into positions of power to directly change laws and policies that inhibit equity and propose legislative action that can provide every child with access to a quality education. To get there, we need leaders with classroom experience that know the issues firsthand.

LEE members serve at many levels of elected leadership: as school board or city council members, local neighborhood commissioners and state representatives. No matter your aspirations, we can work with you to develop your campaign and political voice; build a strategically selected, viable campaign; and help ensure your leadership is effective once in office.

Elected Leadership Opportunities with LEE

- Diversity in Elected Leadership Series
- Campaign Boot Camp
- Elected Leadership Cohorts
- Elected Leaders Summit
- LEE Public Leaders Fellowship
- Relationship building and networking
- Career coaching



Michael Vargas

San Benito, Texas

TFA St. Louis '09

Place 1, San Benito
Consolidated Independent
School District School Board

“This is not about politics; it’s about educating our younger generation, who will soon be leading our community.”

In less than a year on the school board, Michael has made his presence felt. He was a critical swing vote on changes designed to improve the district’s financial picture and provide more to teachers. Also, when a superintendent abruptly quit, Michael stepped up as a leader to find a permanent replacement. Michael consistently leads with his values and confidence in his vision for the future of San Benito schools.

How LEE Has Inspired Michael

Michael’s participation in the 2013 Latino Political Leadership Program, the 2013 National Organizing Workshop and career coaching has helped him achieve multiple career goals. He continues to engage with LEE by leveraging support as an elected leader.

Tierra Jolly

Washington, D.C.

TFA Greater New Orleans- Louisiana Delta '07

Member, Ward 8
District of Columbia State
Board of Education

Tierra's experience as a classroom teacher has contributed invaluable perspective to the Washington, D.C. Board of Education. Since winning her election in 2014, she has brought her whole self to her work as an elected official in Ward 8, standing up for families, students and teachers otherwise excluded from conversations about the future of public education in the District.

Just one year into her role, Tierra has already led an effort to pass a sweeping resolution enabling GED recipients to receive a high school diploma from D.C. public schools. Her leadership has also landed her in the *Washington Post*, where her opinion piece on how a diploma-equivalent GED will open economic doors for many D.C. residents was published.

How LEE Has Supported Tierra

On her path from educator to elected official, Tierra has utilized many LEE programs, including the D.C. Issue Assembly, Elected Leaders Summit, Corps Member Development Training, Policy & Advocacy Summer Fellowship, Baltimore Candidate Training and career coaching.



“I understand the challenges our children and our teachers are facing: failing schools fueled by low expectations with little support from the other side of the river. I’ve worked to give my students a great education — but now more than ever, our kids need to get their fair share of attention and resources.”

NEW VENTURES

In education, one of our greatest resources is the innovation that comes from people with classroom experience — who identify challenges, explore solutions and develop the tools to advance education. LEE fosters innovation and entrepreneurship by supporting organizational development—including up to \$100,000 in funding.

Experience in the classroom gives us critical insights into the political, policy and civic changes needed to make a difference for our students.

When LEE members decide that they can make the biggest impact in their communities by starting their own ventures, we can provide support in a variety of ways—from strategizing and developing a business plan to navigating fundraising and budgeting.

New Ventures Opportunities with LEE

- Venture Fund & Fellowship
- Venture Accelerator

Nicole created The Expectations Project (TEP) to involve more low-income minority communities in the education reform movement. By engaging faith leaders in Indianapolis and Washington, D.C., TEP has built an active network of local congregations working to close the academic achievement gap. TEP has also implemented a pilot program to train faith leaders on the history of public education in their communities and the long-term impact of advocacy in public schools. LEE funding and support will help develop and expand their advocacy and organizing efforts in 2016.

How LEE Has Supported Nicole

Nicole was a recipient of LEE's Venture Fellowship that provides members with strategic support for their efforts to end educational inequity. She was also awarded \$50,000 from LEE's Venture Fund to expand TEP.



Nicole Baker Fulgham

Washington, D.C.

TFA Los Angeles '91

Founder & President
The Expectations Project

"For education reform to succeed, we must develop meaningful, empowering partnerships with parents, families and community leaders whose children are disproportionately impacted by the achievement gap."



What We Do

Through workshops, fellowships and coaching, we help our members realize their leadership potential so children across the nation have the opportunity to realize theirs. We connect members with one another, and together they serve as a transformative force for students, families and communities.

The following are some of the 40+ national workshops and fellowships we offer each year.

LEE PUBLIC LEADERS FELLOWSHIP

For experienced LEE members who have a track record of making an impact for kids; are actively pursuing senior leadership roles in advocacy, policy, politics or organizing; and have a strong commitment to social justice.

Fellows will attend three intensive weekend workshops over six months to enrich their leadership skills and build relationships with other leaders.

REGIONAL PUBLIC LEADERSHIP SUMMIT

For LEE members interested in becoming more civically engaged.

Members from across the country will convene for a weekend to learn about methods of pursuing change in the public sector; reflect on the kind of change they want to pursue; and develop a foundation of skills needed to succeed in policy, organizing, advocacy or politics.

DIVERSITY IN PUBLIC LEADERSHIP SUMMIT

For LEE members from communities historically underrepresented in public leadership who are interested in exploring ways to make change.

Members from diverse identities will convene for a weekend to explore different pathways to public leadership; reflect on how their identities inform their leadership; and develop a foundation of skills needed to succeed in policy, organizing, advocacy or politics.

POLICY & ADVOCACY SUMMER FELLOWSHIP

For LEE members with demonstrated interest in serving kids and families through a career in policy and advocacy or increased involvement from the classroom.

This fellowship offers members valuable, hands-on experience in policy and advocacy. LEE matches selected fellows with a prestigious host organization for an eight-week, full-time professional internship and supports them through regional leadership development programming and networking events.

CAMPAIGN BOOT CAMP

For LEE members interested in working or volunteering on a campaign.

Throughout this workshop, members will connect with current and aspiring LEE leaders, political professionals and campaign experts who are dedicated to educational equity and positively impacting their communities through campaign leadership. Participants will deepen their understanding of how elected leadership and campaigns impact educational equity and develop skills around campaign messaging, communications, fundraising, campaign planning and field strategy.

DIVERSITY IN ELECTED LEADERSHIP SERIES

For members from communities historically underrepresented in political leadership who have clarified their interest in exploring elected office.

This three-month program includes a skill-building workshop, member-driven campaign experience, coaching, and completion of campaign deliverables aligned to running for office and candidate readiness. Programs include the Women's Political Leadership Program; Latino/a Political Leadership Program; Lesbian, Gay, Bisexual, Transgender and Queer Political Leadership Program; African American Political Leadership Program; and Asian & Pacific Islander American Political Leadership Program.



What LEE Can Do for You

Whether you're looking to start a career in policy, run for the local school board or get more involved in your community, LEE can help you maximize your impact to ensure every child gets an excellent education.

TAKE ADVANTAGE OF THESE EXCLUSIVE RESOURCES

Individual counsel

Set up a time to talk with your regional director for career guidance, professional development support and access to a wide network of changemakers.

Local events

Get involved and connect with LEE members in your region.

Trainings & workshops

Explore your interests and build leadership skills.

Fellowships

Get hands-on experience working with advocates and influencers.

LEE job board

Investigate hundreds of jobs in the education field.

Ready to get started?

Log in to your member account to view more information about

- Connecting with regional leadership in your city
- Education news and issues happening in your community
- Workshops designed to increase your impact in the classroom and in your community

Become a member at [educationalequity.org](https://www.educationalequity.org).





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educationalequity.org