



Red4EdNC's Plan for Statewide Legislative Gains Backed by Collective Action

Three Key Assumptions:

- NC teachers are ready for collective action, they just want a clear plan.
- We must leverage social media and tech resources to do this work without using school time or resources and to provide a degree of confidentiality
- The related actions need to be time and cost efficient.

1 Information SUMMER

- Visit red4ednc.com to get informed on our plan. Support and share our efforts:
- [wear red](#) on Wednesdays
 - "[sign](#)" our [Declaration](#)
 - follow us on [Facebook](#)
 - contact a [regional leader](#) to help with outreach to schools
 - donate to our [GoFundMe](#) campaign

2 Organization SUMMER

- Create or maintain a private communication group for your school. Use a closed Facebook or private email group for your school's faculty and Educational Support Personnel (TA's, counselors, media, clerical, custodians).
- [How to Create and Use](#)
 - [FAQs](#): Using a Closed FB Group

3 Leader Selection LABOR DAY

Use your Facebook or email group to determine who will serve as your school's leader for this process. Visit <https://www.red4ednc.com/school-leaders.html> to learn more about what school leaders will need to do in Phases 4-5.

4 Commitment SEP-OCT

30% or more of Teachers and ESPs in your school building complete a confidential Google Doc on which they commit to take collective action at the leader's cue. Schools that meet this standard will be considered ORGANIZED SCHOOLS.

5 School Pledging NOVEMBER

Leaders of "organized schools" will visit their zone page on the Red4EdNC website and pledge the # of committed teachers they have to a zone candidate that has been nominated. Each zone has 1-9 representatives based on the number of teachers in the zone. Charter schools make up one zone. [See zone map here.](#)

6 Configuration DECEMBER

Zone leaders are determined*, any empty seats are designated, logistical plans for the Congress are completed. Zone leaders seek input from teachers in their zones.

*Zone leaders need 250+ teachers pledged behind them to "claim" one of the seats reserved for that zone at the Teacher Congress.

7 NC Teacher Congress MLK Weekend

The NC Teacher Congress will physically meet and will have 101 delegates plus presiding officers. Zone leaders will propose resolutions based on input from teachers in their zone. By the conclusion, delegates will have voted on resolutions that articulate clear and specific legislative demands with related deadlines.

8 Collective Action START of SESSION

Note this is the first phase where all committed teachers will take action within public awareness.

If demands are not met during the Legislative Session, a schedule of increasingly intensive collective actions will be determined by the NC Teacher Congress and acted upon by all teachers who have signed commitments.

9 Evaluation

The NC Teacher Congress will determine if any further steps are warranted.

If demands have not been met, additional collective action may be used. If demands have been met, the NC Teacher Congress may be dissolved or reconvened by Red4EdNC only if necessary.