

## Early Career Educator Outreach Grant Application

Outreach to new hires, before, during, and after the new hire orientation, is the fundamental component of a year-round organizing framework. When combined with specific focus in outreach to early career educators, strategic focus on new hires and early career educators (ECEs) is key to building a strong union culture.

The purpose of the Early Career Educator Outreach Grant is to fund new hire and new educator outreach organizing plans at the local level, with strong data tracking to show success.

**Plans submitted must include these components (see detailed requirements on other page):**

1. Have Early Career Educators (ECEs) as part of the new hire orientation.
2. Have a local plan for an in-building 1:1 contact with New Hires in the first 60 days of the school year OR before the school year starts.
3. Have a networking or professional development opportunity with a specific focus on New Hires and Early Career Educators in the first 90 days of the school year.

We are looking for local organizing plans that follow this theory of success: *If we strategically engage and recruit new and early career educators early in the school year, we will activate a greater number of member leaders in growing membership and increasing member engagement. This growth and engagement will result in collective power our members can leverage to win on issues affecting our public schools and students.*

**Given the data tracking required, this grant is not designed for UniServ Councils, although a local may work with a UniServ Council to provide components of the local grant plan.**

Funding for these grants is provided by NEA and OEA and is limited.

Please contact John Larson, OEA President, if you have questions regarding this program.  
Tel. 503-684-3300 ext. 2124 | [john.larson@oregoned.org](mailto:john.larson@oregoned.org)

NAME OF LOCAL COUNCIL:	
NAME OF PRESIDENT:	
MAILING ADDRESS:	
HOME PHONE:	WORK PHONE:
EMAIL:	
TOTAL NUMBER OF MEMBERS IN LOCAL:	
NUMBER OF PROJECTED NEW HIRES FOR 20-21 SCHOOL YEAR:	
NUMBER OF POTENTIAL MEMBERS IN LOCAL:	
GRANT REQUEST AMOUNT: \$	

\_\_\_\_\_  
Signature of Local President

\_\_\_\_\_  
Date

## CRITERIA FOR GRANT APPLICATION

- ◇ Grants are approved on a first-come basis, with financial need and the strength of the organizing plan as key factors for approval; **the maximum grant amount is \$1500**
- ◇ Grants are to be used to increase outreach to and engagement of new hires and early career members, including potential members.
- ◇ Grant requests should specifically address **local New Hires/ECE outreach plans** and how early career educators are being **empowered to be engaged and lead** in the union
- ◇ Local must show budgeted local support and financial need
- ◇ Proposals will be accepted up to ~~Tuesday, August 4, 2020~~. **K-12 Locals Extension: August 21. Community College locals: September 1. We encourage locals to apply early in order to fund summer outreach and receive funding before new hire orientation.**

### GRANT REQUESTS MUST INCLUDE THE FOLLOWING:

- A 3-5 sentence description of the plan, including how it meets the theory of success
- Detailed organizing plan that includes the following three components:
  - Early Career Educators (ECEs) as part of the new hire orientation.
  - In-building 1:1 contact with New Hires in the first 60 days of the school year OR before the school year starts.
  - Networking or professional development opportunity with a specific focus on New Hires and Early Career Educators in the first 90 days of the school year.
- Plan must include the following metrics for success: number of anticipated new hires, number of new hires you anticipate signing at the New Hire Orientation, number of potential members you anticipate converting after each outreach, anticipated attendance at events
- Proposed project budget
- Copy of the local budget, showing committed funding for grant project
- Most recent bank statement of any local bank accounts, including CDs or other investments in order to show financial need
- Local must agree to and submit the following reports:
  - Preliminary report on progress, including metrics, to OEA by Thursday, November 19<sup>th</sup>
  - Final report of the project to OEA by Thursday, January 21
    - Reports should include to-date expenditures, progress on metrics, member involvement data, successes, and suggestions for other locals who would like to use a similar project for their local
- Any grant funds not expended during the fiscal year must be returned to OEA with the final report
- Signature of local president