

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. Include Early Career Educators (ECEs) as members of the new hire orientation team for the local.
2. Develop and follow 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 (best practice is three total contacts with all new hires in their first 90 days).
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 Reed Scott-Schwalbach, OEA President-elect, if you have questions regarding this program.
Email: Reed.scottschwalbach@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 21-22 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 on a rolling basis, with the first round of funding sent to grants received by **Monday, August 2, 2021. Funding is limited - we encourage locals to apply by August 2 in order to receive full funding.**

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:
 - Include Early Career Educators (ECEs) as members of the new hire orientation team for the local.
 - Develop and follow 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 (best practice is three total contacts with all new hires in their first 90 days).
 - 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.
- 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 Friday, November 19th
 - Final report of the project to OEA by Friday, February 4th
 - 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