

Collective Action:

BUILDING THE CAPACITY OF TEACHERS TO ENACT CHANGE



https://bit.ly/collective_action

What is collective action?

- An effort to change a system with multiple stakeholders by uniting in a common purpose
- Involves developing and implementing solutions through shared knowledge, resources, and effort
- Success based on strength of relationships

Components of collective action



Building community through a common purpose: A common purpose is the center of all collective action, which is grounded in the needs of teachers and students and focused on equity.



Partnerships: When a broad group of national and community arts organizations and local musicians join together with school groups, their vast array of experience and resources result in a greater change than working independently.



Mutually beneficial student programs: By developing student programs that benefit the community, partners, teachers, and students, coordinated efforts have a larger impact.



Data gathering and sharing: Performance data should be used and shared widely to drive strategy and exact change.



Capacity building in teachers and partners: Providing choice and investment in content-specific professional development for teachers and partners is essential to build their capacity.



Shared accountability: Teachers, leaders, and partners hold themselves and each other accountable for the success of the collective purpose.



Foundational leadership and shared leadership: Foundational leaders are responsible for the logistical concerns in a culture built of trust and accountability, while empowering teachers to share in the leadership by utilizing their strengths.




Continuous communication: Communication fosters relationships, trust, respect, collaboration, and shared accountability, so regular and transparent communication is a necessity.



Funding: While collective action can be impactful without much funding, it can be more successful with monies through philanthropic or fundraising efforts.

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