

Renewal Proposal to the Nameless Foundation November 2018

Nameless Nonprofit is grateful for the Nameless Foundation's partnership to ensure Nameless Nonprofit teachers in Nameless State have opportunities to drive meaningful change for students. We respectfully request a \$15,000 grant to support member engagement, teacher leadership development and training, and an advocacy campaign that will help drive student-centered change from within the school district, state, and union.

Nameless Nonprofit-Nameless State: History, Vision, and Mission

Every child deserves an excellent education. Unfortunately, our nation's public education system leaves millions of students unprepared for college, career, and life—disproportionately impacting students of color and those from low-income households. The result is an opportunity gap that divides along racial and class lines that threatens the future of our communities, economy, and democracy.

Nameless Nonprofit ensures that teachers have a leading voice in the policies that impact their students and profession. Our Theory of Change is grounded in two long-term goals that are inextricably linked: better outcomes for students and the elevation of the quality and prestige of the teaching profession. We are focused on uniquely positioning teachers to create change from within the existing educational system by achieving five near-term priorities:

- Build a movement of diverse, forward-thinking educators through grassroots organizing in communities around the country, including Nameless State;
- Identify and train teacher leaders within that broader movement to take on key positions of influence in their schools, districts, states, and unions;
- Create teacher-led policy recommendations to bridge the divide between those who create policy and those who implement it;
- Advocate for the implementation of these teacher-generated policies through high-level, multi-faceted, teacher-led advocacy campaigns and
- Scale the model to reach critical mass in the communities we serve and across the country.

Achievements

We made significant progress in the 2017-2018 school year (FY2018), as follows:

- Grew our diverse membership base to 14,393 teachers across the city;
- Identified, cultivated, and trained 363 Teacher Leaders through Nameless Nonprofit's Teacher Leadership program. In this specialized role, Teacher Leaders are trained and supported to lead our policy, recruitment, and advocacy work;
- Trained 114 Nameless Nonprofit-Nameless State Union Leaders through our Union Leadership program to serve within the Nameless Organization in various roles;
- Advocated for the inclusion of out-of-school suspension data in the Nameless Organization's accountability indicators for school quality in order to hold schools accountable for reducing suspensions beginning in the 2018-19 school year; and
- Secured a \$8M commitment from the City to fund social-emotional learning and restorative justice programs in Nameless City public schools—a direct result of our members' advocacy.

Changes

- New Executive Director - We will welcome Nameless Person as our Nameless State Executive Director. Most recently, Nameless Person served as the Nameless State for Nameless Organization and Nameless Position for the Nameless State.
- *Janus v. AFSCME* - The Supreme Court ruling on *Janus* invalidated Agency Fee Laws in 23 states. This ruling creates a unique turning point for teachers' unions, requiring them to make profound shifts to keep their membership engaged. We seek to seize this moment as unions may be more willing to compromise and collaborate on student-centered priorities.
- Nationwide Teacher Survey - In August 2018, Nameless Nonprofit released results from our first-ever poll of teacher perceptions and attitudes, *Nameless Survey*, which surveyed traditional public school and public charter school teachers from across the country. The project generated new data about teacher attitudes on education issues and raised awareness about Nameless Nonprofit's work. The findings are informing Nameless Nonprofit's programs and strategy moving forward.

Challenges

- School-level pushback - This school year due to misinformation campaigns about Nameless Nonprofit, Nameless Directors had trouble gaining entry to several schools in the Nameless Location, Nameless Location, and Nameless Location. In response, Nameless Titles are meeting one-on-one with Teacher Leaders and providing them with talking points to educate union chapter leaders about our work. In an effort to strengthen our relationships, we have reached out to Nameless Organization President Nameless and Nameless Organization's national leadership to try and address this challenge.

Fiscal Year 2019 Planned Activities

As we enter the second year of our refreshed FY2018-22 strategic plan, we will measure our progress toward our long-term vision along with our Theory of Change. Specifically, we plan to: ● Build the local movement to 14,850 members, including 13,033 union voting members. Union voting members are the dues-paying educators represented by a collective bargaining unit (i.e., the base of the union), which vote for leaders who make decisions about the union's policy platforms and bargaining positions;

- Recruit and train 494 Teacher Leaders and 201 Union Leaders, with the latter taking on chapter chair and other leadership positions in the Nameless Organization;
- Execute a campaign to increase classroom teacher votes from 23 to 30 percent in the Spring 2019 Nameless Organization Executive Elections. These efforts build on the success of our 2016 campaign that increased educators' voting participation from 16 to 23 percent.
- Support the newly formed Team as they publish solutions-oriented policy recommendations in a forthcoming February 2019, white paper. Launch a large-scale advocacy campaign where Nameless Nonprofit members advocate for the adoption of the recommendations at the school district and state level.

This year, our team and members are prepared to undertake this critical work on behalf of the more than one million students of Nameless State. We are appreciative of the Nameless Foundation's past support and thank you for your consideration of our request for renewed support and continued

partnership.

FY2019 Operating Budget

Expenses

Compensation 1,168,965 Benefits 250,763 Professional Services 15,000 Direct Program

Costs 173,000 Travel 15,000 Professional Development 15,300 Technology 35,928

Office 362,157 Other General & Administrative 875 **Total Expenses 2,036,988**

Reserve Contribution 81,480 National Shared Services 407,397 **Total Budget 2,525,865**

Top 5 Institutional Donors

FY2018 (July 1, 2017 - June 30, 2018)

Donor	Grant Amount	Grant Status
Foundation	\$263,512	Cash In*
Foundation	\$150,000	Cash In
Foundation	\$150,000	Cash In
Foundation	\$125,000	Cash In
Foundation	\$87,500	Cash In

*4 grants: 2 for general operating support, 1 for staff professional development, and 1 for an office technology upgrade.

FY2019 (July 1, 2018 - June 30, 2019)

Donor	Grant Amount	Grant Status
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Foundation	\$250,000	Cash In
Foundation	\$250,000	Pending Approval
Foundation	\$150,000	Pending Approval
Foundation	\$145,833	Cash In
Foundation	\$104,167	Pending Approval