Coming to the Rational Middle:  
A conversation about unionism and reform with 60 teachers and education stakeholders

Q: The most promising local education reform strategy is...

Notable Remarks
• **Teacher Evaluation**: “If we have a better evaluation system, that would lead to improved staffing practices. We could focus on keeping and growing talent in the classroom.” *E4E Member and Teacher*

• **The Importance of Autonomy with Accountability**: “Autonomy is great, but how do we ensure that our schools are each held to the same high standards?” *E4E Member and Teacher*

Q: I’d like to see district leaders pursue the following changes...

Notable Remarks
• **Leadership and Execution**: “It’s not just about strong leadership at the top. Unless you change the culture of middle management, it doesn’t matter what you do at the top.” *A.J. Duffy, Former President of UTLA*

• **Revenue and Reform**: “We’re all pounding each other, but we should be pounding the public for more funding—we end up fighting for crumbs instead of investing in meaningful change.” *Marshall Tuck, CEO Partnership for Los Angeles Schools*
I’d like to see union leaders pursue the following changes...

Notable Remarks

• **Policy Making and Implementation**: “Smart policies are important, but it’s up to the teachers and administrators to implement policies in a meaningful way for kids.” *Arielle Zurzolo, Green Dot Teacher Union President*

• **Unionism and Reform**: “We’re navigating to get to that place where we switch toward common goals, but you get killed by the extremists...If teachers want change, they have to get active, get involved and become a part of the helpful agitation that changes the system.” *A. J. Duffy, Former President of UTLA*

The biggest obstacle to union and district/management collaboration is...

Notable Remarks

• **Relationship building.** “Leadership is about relationship building. It’s about sitting down, breaking bread and talking about these issues courageously.” *Marco Petruzzi, CEO of Green Dot*