

SPFE COPE RUBRIC

F	Candidate does not meet minimum criteria/Has not met SPFE minimum requirements
D	<p>Candidate:</p> <ul style="list-style-type: none"> ◇ Demonstrates limited understanding of SPFE priorities and values. ◇ Demonstrates limited understanding of bargaining units ◇ Has minimal relationships with SPFE members ◇ Demonstrates limited understanding of co-governance ◇ Demonstrates limited understanding of the role of the Board of Education ◇ Is not currently a Public Education Champion ◇ Has completed all SPFE minimum requirements
C	<p>Candidate:</p> <ul style="list-style-type: none"> ◇ Demonstrates adequate understanding of SPFE priorities and values. ◇ Demonstrates adequate understanding of bargaining units ◇ Has some relationships with SPFE members ◇ Demonstrates adequate understanding of co-governance ◇ Demonstrates adequate understanding of the role of the Board of Education ◇ Demonstrates potential to become a Public Education Champion ◇ Has completed all SPFE minimum requirements
B	<p>Candidate:</p> <ul style="list-style-type: none"> ◇ Demonstrates substantial understanding of SPFE priorities and values. ◇ Demonstrates substantial understanding of bargaining units ◇ Has multiple relationships with SPFE members ◇ Demonstrates substantial understanding of co-governance ◇ Demonstrates substantial understanding of the role of the Board of Education ◇ Is a Public Education Champion ◇ Has completed all SPFE minimum requirements
A	<p>Candidate:</p> <ul style="list-style-type: none"> ◇ Demonstrates excellent understanding of SPFE priorities and values. ◇ Demonstrates excellent understanding of bargaining units ◇ Has extensive relationships with SPFE members ◇ Demonstrates deep understanding of co-governance ◇ Demonstrates comprehensive understanding of the role of the Board of Education ◇ Is a Public Education Champion ◇ Has completed all SPFE minimum requirements

SPFE minimum requirements are a pass/fail section. Candidates that complete all four steps will normally receive an A. For safety reasons, it is not possible for a candidate to complete an educator shadow. Only candidates that receive an A or B grade would qualify for recommendation for endorsement.

Candidate: **Jamila Mame**

Overall Grade **A**

Support for Public Education	Relationship with SPFE	Transparency and Consistency	Co-Governance	SPFE Requirements
<p>Supports Moratorium and study: Yes</p> <p>Supports an elected board: Yes</p> <p>Has an understanding of the difference between charter schools and traditional public schools: Yes</p> <p>Plan to increase funding: Leverage relationships with community & electeds</p> <p>Grade: B+</p>	<p>Source for information on SPFE: Relationships with SPFE staff and members through TakeAction.</p> <p>Role of the board in negotiations: Proactive approach, early involvement.</p> <p>Understanding of SPFE priorities and values: Has reviewed SPFE contract. Understands strike vote, staffing and funding needs.</p> <p>Grade: A</p>	<p>Inclusion/Accountability for school safety policy: Use existing relationships and SEAB to center student, BIPOC voice</p> <p>Steps to address poor communication policy: Acknowledge past harm, plan to do better.</p> <p>Will release negotiations tapes: Yes</p> <p>Grade: A</p>	<p>Has an understanding of Co-Governance: Deep</p> <p>Plan to engage with SPFE in decision-making: Expand on existing relationships, move away from transactional work</p> <p>Plan to engage students/families in decision-making: More time in community to support surveys.</p> <p>Is a Public Education Champion: Yes</p> <p>Grade: A</p>	<p>Has candidate completed:</p> <p>COPE 1:1: Yes</p> <p>Questionnaire: Yes</p> <p>Screening: Yes</p> <p>Shadow: <i>Not possible due to safety concerns</i></p> <p>Grade: A</p>

Additional Notes
 Ms. Mame does have relationships with SPFE members, however it is via TakeAction and not necessarily education specific. It is unclear what her grounding in education policy is. Ms. Mame does have a background in community work, and it is clear that she will use that background to create space for stakeholders in decision-making. She was also clear in her commitment to pushing back against privatizers in Saint Paul.

Candidate: **James Farnsworth**

Overall Grade: **B**

Support for Public Education	Relationship with SPFE	Transparency and Consistency	Co-Governance	SPFE Requirements
<p>Supports Moratorium and study: Yes</p> <p>Supports an elected board: Yes</p> <p>Has an understanding of the difference between charter schools and traditional public schools: Yes</p> <p>Plan to increase funding: Lobby the state, seek PILOT by directing SPPS to collaborate with SPFE.</p> <p>Grade: B+</p>	<p>Source for information on SPFE: current SPFE members and retirees, current board members</p> <p>Role of the board in negotiations: Actively participate, direct and advise Superintendent.</p> <p>Understanding of SPFE priorities and values: Reviewed SPFE contract, understood strike vote, staffing and funding needs.</p> <p>Grade: B</p>	<p>Inclusion/Accountability for school safety policy: Build communication structures that center stakeholders.</p> <p>Steps to address poor communication policy: Recognizes problem, no specifics for plan.</p> <p>Will release negotiations tapes: Yes</p> <p>Grade: B</p>	<p>Understanding of Co-Governance: More than adequate, will need guidance</p> <p>Plan to engage with SPFE in decision-making: Relationship building through 1:1, small groups</p> <p>Plan to engage students/families in decision-making: Meet with community</p> <p>Is a Public Education Champion: Yes</p> <p>Grade: B-</p>	<p>Has candidate completed:</p> <p>COPE 1:1 Yes</p> <p>Questionnaire: Yes</p> <p>Screening: Yes</p> <p>Shadow: <i>Not possible due to safety concerns</i></p> <p>Grade: A</p>

Additional Notes
 Mr. Farnsworth has extensive relationships with SPFE members through a Facebook group, and seeks out member input on issues. Although explicit on the need to center stakeholder voice and repair trust around communication from SPPS, specific steps were not supplied in the questionnaire. Mr. Farnsworth has an understanding of how communication should work in a co-governance model, however it was not clear that he sees stakeholders as a partner in setting goals at the beginning.

Candidate: **Omar Syed**

Overall Grade **C-**

Support for Public Education	Relationship with SPFE	Transparency and Consistency	Co-Governance	SPFE Requirements
<p>Supports Moratorium and study: Yes</p> <p>Supports an elected board: Unknown</p> <p>Has an understanding of the difference between charter schools and traditional public schools: Yes</p> <p>Plan to increase funding: Unknown</p> <p>Grade: C</p>	<p>Source for information on SPFE: student’s educators</p> <p>Role of the board in negotiations: Treat people fairly, fiscal responsibility</p> <p>Understanding of SPFE priorities and values: Has reviewed SPFE contract. Understands strike vote.</p> <p>Grade: C+</p>	<p>Inclusion/Accountability for school safety policy: Form a committee.</p> <p>Steps to address poor communication policy: Form a committee</p> <p>Will release negotiations tapes: Unclear response</p> <p>Grade: C-</p>	<p>Understanding of Co-Governance: Limited</p> <p>Plan to engage with SPFE in decision-making: Form a committee</p> <p>Plan to engage students/families in decision-making: Doesn’t have one</p> <p>Is a Public Education Champion: Demonstrates potential.</p> <p>Grade: D</p>	<p>Has candidate completed:</p> <p>COPE 1:1: Yes</p> <p>Questionnaire: Yes</p> <p>Screening: Yes</p> <p>Shadow: <i>Not possible due to safety concerns</i></p> <p>Grade: A</p>

Additional Notes

Mr. Syed clearly supports educators and is supportive of SPFE issues. While Mr. Syed clearly understands that SPFE is a separate entity from SPPS, it is not clear that he understands how labor unions function and the role of negotiations. The fall back response of “form a committee” is concerning as that is standard SPPS policy, and to date committee voices have not been supported.

Candidate: **Charlotte “Charlie” Castro**

Overall Grade: **F**

Support for Public Education	Relationship with SPFE	Transparency and Consistency	Co-Governance	SPFE Requirements
<p>Supports Moratorium and study: Yes</p> <p>Supports an elected board: unknown</p> <p>Has an understanding of the difference between charter schools and traditional public schools: unknown</p> <p>Plan to increase funding: unknown</p> <p>Grade: D</p>	<p>Source for information on SPFE: unknown</p> <p>Role of the board in negotiations: Did not give a clear answer in questionnaire.</p> <p>Understanding of SPFE priorities and issues: Has reviewed SPFE contract.</p> <p>Grade: D</p>	<p>Inclusion/Accountability for school safety policy Will have “open conversations” did not give specifics, did not provide steps for accountability.</p> <p>Steps to address poor communication policy: Start an “open forum”</p> <p>Will release negotiations tapes: Did not give a clear answer in questionnaire.</p> <p>Grade: D</p>	<p>Understanding of Co-Governance: Limited</p> <p>Plan to engage with SPFE in decision-making: Engage in active conversation.</p> <p>Plan to engage students/families in decision-making:. Engage in active conversation</p> <p>Is a Public Education Champion No</p> <p>Grade: D</p>	<p>Has candidate completed:</p> <p>COPE 1:1 No</p> <p>Questionnaire: Yes</p> <p>Screening: No</p> <p>Shadow: <i>Not possible due to safety concerns</i></p> <p>Grade: F</p>

Additional Notes

Although Ms. Castro did complete the questionnaire, she did not provide specifics when asked to do so. It is not clear that Ms. Castro understands how bargaining units function, or that SPFE is a separate entity from SPPS. Ms. Castro has not shown interest in building relationships with SPFE or SPFE members. Ms. Castro did not screen with SPFE and therefore would not qualify for consideration for endorsement.

Candidate: **Jim Vue**

Overall Grade **F**

Support for Public Education	Relationship with SPFE	Transparency and Consistency	Co-Governance	SPFE Requirements
<p>Supports Moratorium and study: No</p> <p>Supports an elected board: Unclear</p> <p>Has an understanding of the difference between charter schools and traditional public schools: No</p> <p>Plan to increase funding: Unclear</p> <p>Grade: F</p>	<p>Source for information on SPFE: Parent of SPPS student</p> <p>Role of the board in negotiations: Uphold the values of the district</p> <p>Understanding of SPFE priorities and values: Unclear</p> <p>Grade: C-</p>	<p>Inclusion/Accountability for school safety policy Form a committee to make specific recommendations.</p> <p>Steps to address poor communication policy: Research and collect feedback</p> <p>Will release negotiations tapes: No</p> <p>Grade: C-</p>	<p>Understanding of Co-Governance: Limited</p> <p>Plan to engage with SPFE in decision-making: unclear</p> <p>Plan to engage students, families in decision-making: unclear</p> <p>Grade: D</p>	<p>Has candidate completed:</p> <p>COPE 1:1 Yes</p> <p>Questionnaire: Yes</p> <p>Screening: No.</p> <p>Shadow: <i>Not possible due to safety concerns</i></p> <p>Grade: F</p>

Additional Notes

Mr. Vue did not meet the SPFE minimum criteria for screening and would not qualify for consideration for endorsement. Per our criteria, “our endorsed candidate must support a moratorium on new charter schools and expanding existing charter schools until a study is done on the impact charter schools have on traditional public schools and our communities”

Candidate: **Keith Hardy**

Overall Grade **F**

Support for Public Education	Relationship with SPFE	Transparency and Consistency	Co-Governance	SPFE Requirements
<p>Supports Moratorium and study: (y/n)</p> <p>Supports an elected board: (y/n)</p> <p>Understanding of the difference between charter schools and traditional public schools:</p> <p>Plan to increase funding:</p> <p>Grade:</p>	<p>Source for information on SPFE:</p> <p>Role of the board in negotiations:</p> <p>Understanding of SPFE priorities and values:</p> <p>Grade:</p>	<p>Inclusion/Accountability for school safety policy</p> <p>Steps to address poor communication policy:</p> <p>Will release negotiations tapes:</p> <p>Grade:</p>	<p>Understanding of Co-Governance:</p> <p>Plan to engage with SPFE in decision-making:</p> <p>Plan to engage students/families in decision-making:</p> <p>Grade:</p>	<p>Has candidate completed:</p> <p>COPE 1:1</p> <p>Questionnaire:</p> <p>Screening:</p> <p>Shadow: <i>Not possible due to safety concerns</i></p> <p>Grade:</p>

Additional Notes
 Mr. Hardy chose not to complete a questionnaire, and as such would not qualify either to screen or to be considered for endorsement.