

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 Legislature on Public 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 Legislature on Public 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 Legislature on Public 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 Legislature on Public Education ◇ Is a Public Education Champion ◇ Has completed all SPFE minimum requirements

SPFE Support for Public Education and Requirements are pass/fail sections. Candidates that meet the minimum criteria will receive an A. The potential for a strike in 2022 means that SPFE screenings are on an accelerated timeline. Candidates that have a shadow scheduled prior to screening, will be considered for endorsement.

Support for Public Education	Relationship with SPFE	Support for Workers	Co-Governance	SPFE Requirements
<p>Supports Moratorium and study: Yes</p> <p>Understands the difference between charter schools and traditional public schools: Yes</p> <p>Plan to increase funding: Increase corporate tax rate, wealth tax, partnership with rural districts, index funding to inflation</p> <p>Grade: A</p>	<p>Source for information on SPFE Direct relationships w/SPFE members, elected leaders and staff</p> <p>Role of Electeds in supporting working families Increase affordable housing, funded by state administered by cities. Statewide minimum wage</p> <p>Understanding of SPFE priorities and issues: Excellent. Understands 2020 and 2022 priorities. Active in opposition to Envision SPPS</p> <p>Grade: A</p>	<p>Impacts of the Pandemic on BIPOC and immigrant communities: Understands the impacts, primarily through an economic lens. Is not explicit about the impacts of white supremacy</p> <p>Plan to address tax avoidance: introduce legislation to increase corporate tax rate and wealth tax</p> <p>Support for Essential Workers: Increase public housing, expand earned sick time, statewide minimum wage, ESP bill of rights</p> <p>Grade: B</p>	<p>Understanding of Co-Governance: Substantial</p> <p>Plan to engage with SPFE as an institutional partner: Continue with existing relationships, work w/SPFE on moratorium and labor issues. Support during bargaining session</p> <p>Plan to engage community in decision-making: Regular listening sessions, community meetings, possibly raise funds to support an organizer to continue outreach</p> <p>Grade: A</p>	<p>Has candidate completed:</p> <p>COPE 1:1: Yes</p> <p>Questionnaire: Yes</p> <p>Screening:</p> <p>Shadow an educator Cancelled by building principal. New shadow has been scheduled.</p> <p>Grade: Pass</p>

Additional Notes: *As an elected union leader, Sheigh Freeberg has a deep understanding of the value of organized workers, and the power that collective bargaining can bring. From the beginning of his campaign, he prioritized building a relationship with SPFE, both with elected leaders and rank and file members. He had specific, thoughtful actions and plans. Sheigh’s understanding of equity is rooted in economics, and would benefit from deeper learning on race in Minnesota. Candidate was unable to complete their shadow because the building principal cancelled it. Shadow has been rescheduled for the week of 3/28/22 with SPFE COPE chair Annaka Larson.*