

From: <Scott.Anderson@ncae.org>
Date: Sat, Jun 15, 2013 at 1:55 PM
Subject: My Announcement
To: All@edu-root.org

Colleagues:

On June 2nd I informed Rodney and Mark and then today, I formally informed the NCAE Board of Directors that I have taken a new position as Executive Director of the Committee on States starting [September 1, 2013](#).

Below is the text of my letter of resignation that explains my new position and the deep appreciation I have towards the NCAE staff and leaders that are working to make public educations stronger in North Carolina.

Do know that I will be participating in both the national RA, Summer Leaders, and will be on board through the August Board meeting. I will continue to be living in the Raleigh area and am always available for help, advice, or even a good baseball game.

Scott

Dear Rodney:

As we discussed, I have formally accepted the position of Executive Director for the Committee on States, a national organization of progressive donors. My new job will allow me the opportunity to work with the NEA, other labor organizations, progressive constituencies, and major political donors to create, nurture, and sustain a community of state-based progressive investors and institutional partners throughout the country. I am excited to join an organization that is on the forefront of creating successful state-based political networks working to advance progressive causes and produce lasting change within individual states.

Since 2009, it has been an honor to serve as the Executive Director of the North Carolina Association of Educators. As you know, NCAE has faced tremendous economic and political challenges. We have witnessed first-hand the devastation of austerity cuts to our public schools, have watched as traditional Democratically controlled institutions have given way to Tea Party backed majorities, and have come under increasing attacks from the right to our status as an employee organization as well as our ability to collect dues through payroll deduction. These issues are not isolated to North Carolina. From my own experience working in other states, I know that the systematic assault, on communities in our country is perpetuated by a well-funded, well-organized movement on the right. More must be done in each state to stand up to this movement.

Over the last 4 ½ years, we have honestly attacked the many challenges that face our association. We have worked together to transform our organization from a service model to one that organizes educators to build power in North Carolina. While this work has been difficult and is ongoing, I believe we have been steadfast in keeping our eye on the vision of the organization and have made great strides in moving the Association to meet the challenges we face. Some of the items I am most proud of include our work to:

- Transform the organization through utilization of data, strategic conversations, and staff development.
- Modernize our membership processing data collection and developed a culture of utilizing data in a more strategic manner.
- Create a legal advocacy center, hiring a general counsel and three staff attorneys to handle member cases and identify potential organizing and legal issues which have become a national model for the NEA.
- Develop coalition partners from the education community as well as individual donors to support lobbying and campaign effort.
- Develop internal and external communications strategies to deal with the public attacks against public education.
- Revamp the lobbying, political, and fundraising operations of the organization which significantly increased the PAC fundraising and political effectiveness of the organization.
- Creation of a capacity assessment/ power profile to be used in measuring the organizational capacity needs of local affiliates and as a roadmap for staff engagement.
- Developed clearer direction and accountability for staff and managers that focuses on the organization shift to a culture of organizing.
- Provide transformational training and leadership development programs for the Board of Directors, managers, and staff in order to raise the capacity of the organization.

While this work has been rewarding, it has not always been easy. I believe that NCAE has the capacity to live up to our state motto of “to be rather than to seem.” Pairing that capacity with a true desire to organize for power will lead NCAE to a stronger future. It has been my experience, that the only obstacles to such a transformation are in the tendency of a few to limit their vision by fear, individual stakes, or antipathy.

I am hopeful that with your and Mark Jewell’s leadership, and with the election of the new Board of Directors, that NCAE is well suited to overcome this challenge.

Again, thank you for the great opportunity to work with this organization. Know that while I am leaving NCAE, I am always available to help in moving this association forward. We are duty bound to give voice of the thousands of hard-working men in women that serve our state in the classroom. Our state’s future rests in our ability to make that voice even stronger.

This letter is my formal letter of resignation. It is my intention to remain with NCAE through the end of August and to make sure that the Association has a smooth transition.

With warm personal regards, I am

Sincerely,

J. Scott Anderson

J. Scott Anderson

Executive Director

North Carolina Association of Educators

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