

Kenya N. Donaldson

Labor Union Leader | Community Organizer | Career Educator

Organizer and labor leader possessing extensive experience organizing within the 3rd largest school district in North Carolina. Proven record of success with leader identification, organizing, leadership development, and political action.

Organizing Experience

Labor Union Leadership

Guilford County Association of Educators

- President, 2021 – Present
- Vice President, 2019-2021
- Government Relations Chairperson. 2016 – 2021
- Data Team Chairperson, 2015 -2018
- Building Leader/Organizer, 2015 - 2021

Political Action & Government Relations

Government Relations Committee Lead, 2015 – Present

- Designed field campaign with tactics to win a \$1.7B Facilities bond for Guilford County Schools.
- Served as the elected official contact for local and state officials.
- Led negotiations for the inclusion of pay increases in the Superintendent's budget with district leadership, school board, and county commission.
- Organized and built member leaders on the Government Relations team.
- Coordinated canvassing teams using the MiniVan mobilization application.
- Implemented and designed an endorsement process and calendar.
- Participated in phone banking to support endorsed candidates.
- Planned and implemented press conferences to achieve campaign goals.
- Hosted endorsement campaign events to include candidate forums, get out the vote rally, and canvassing events.

Labor Organizing & Activism

National Education Association Pre-Uniserv Director Academy, Fall/Winter 2022

- Designed and implemented a classified wage budget campaign.
- Identified and developed a GCAE-classified leadership team.
- Participated in a blitz campaign with 28 other organizers to support Palm Beach County Classroom Teacher Association.
- Utilized campaign WebElect canvassing for a local school board candidate achieving 200 contacts within a precinct.
- Employed Hustle to recruit and retain members for the Palm Beach County Classroom Teacher Association.
- Coordinated a recruitment 1:1 campaign to identify a leadership team comprised of classified workers in Guilford County Schools

Guilford County Association of Educators Strategic Planning, 2016 - Present

- Generated strategies to empower member leaders and build diverse partnerships integrated into the strategic plan.
- Developed and implemented a strategic plan and budget that includes goals, strategies, and resources.
- Established a succession plan that ensures a successful transition in leadership.
- Led a review of the organization's practices to address institutional disparities and leveraged findings to initiate systemic change.
- Implemented strategies that utilize the mission, vision, and core values to drive work and culture.
- Facilitated canvassing training for community and members resulting in 1,500 doors knocked for a campaign to secure funds for school facilities.

GCAE Member Organizer Leader

- Trained teams of school worker leaders to navigate working conditions in teams at worksites across Guilford County Schools.
- Piloted a data entry team to utilize local affiliate members and advocacy data.
- Coached and developed members of color to be leaders within the local affiliate.
- Facilitated small group discussions for Jane McAlevey's Book Study in the local affiliate.

Community Coalition Building

Community Schools Institute, 2022

- Built a community coalition to support student voting rights in Guilford County with six community ally organizations.
- Secured a Year 1 Community Schools grant (\$75,000) to build a strong internal organizing structure based on membership data.
- Built a coalition of community schools with local ally organizations to support the development of a community school organization.
- Engaged family and community around shared values and the school community.
- Collaborated to create a community map resulting in a strategic alliance-building approach.
- Established a GCAE Coalition of Community Schools leadership team of elected officers and member leaders.
- Orchestrated maintenance 1:1 with community organizers to build relationships for future coalition building.

Racial and Social Justice

Guilford County Association of Educators, Equity Development, 2020 - 2023

- Cultivated just and equitable teacher leaders through piloting NEA Leaders for Just Schools Training with Guilford County Schools.
- Liaised with NAACP and community allies to rally support for student voting rights.
- Developed an NEA 3-1(g) and Race Equity in the Association strategic plan collaborating with the NCAE state president and Human and Civil Rights Commission.

Career Educator

Guilford County Schools, NC, 1995 – 2021

Education & Professional Credentials

SECRETS OF A SUCCESSFUL ORGANIZER SERIES

Labor Notes, 3-week training: Spring 2023

ORGANIZING FOR POWER TRAINING

Jane McAlevey, 6-Week Training: Spring 2023

NATIONAL EDUCATION ASSOCIATION PRE-UNISERV ACADEMY

15-Week Training Program: Fall 2022

NORTH CAROLINA ASSOCIATION OF EDUCATORS

Summer Member Organizing Training: Summer 2022

GUILFORD TECHNICAL COMMUNITY COLLEGE

Associates Degree in Business Administration, Human Resource Management

THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

Master of School Administration, Educational Leadership, and Cultural Foundations

NORTH CAROLINA AGRICULTURAL & TECHNICAL STATE UNIVERSITY

Bachelor of Science, Elementary Education

Professional Licensure

Principal Licensure (K-12)

Certified Elementary Education

Professional Affiliations

Delta Sigma Theta Sorority, Incorporated

Guilford County Association of Educators

North Carolina Association of Educators

National Education Association, Black Caucus

NAACP Greensboro Executive Board Member

References

Ellen Holmes, Uniserv Academy

Organizational Specialist
National Education Association
Cell: 207-660-5589
Email: eholmes@nea.org

Tamika Walker Kelly, President

North Carolina Association of Educators
Cell: 910-644-4453
Email: tamika.walkerkelly@ncae.org

Shana Richards, Colleague

Guilford County Schools: School Counselor
Vice President of Guilford County Association of
Educators
Cell: 336-707-1741
Email: palmer.shana@gmail.com

Anna Grant

Community Schools Specialist
National Education Association
Cell: 484-326-4399
Email: agrant.coaching@gmail.com

Darcy Kemp, Former Supervisor

Principal
Brooks Global Elementary School
Cell: 336-451-6347
Email: kempdarcy@gmail.com