GOAL #1

Promote a culture of respect and inclusion in order to increase member involvement.

OBJECTIVE

- Increase participation in RESPA activities.
- Welcome new members.
- Increase member respect and inclusion.

STRATEGY

- Timely acknowledgement of new members.
- Continue to provide varied and multiple activities to engage members.
- Union Code of Conduct shared at meetings.
- Introduce civil discourse.
- Inclusion of Parliamentarian position.

TACTICS

- Obtain new hire information from D.O. in a timely manner.
- Reach out to new members, both at district new member orientations and independent RESPA new member activities.
- When appropriate and safe, coordinate various socials, new member meetings, Christmas Parade, Family Picnic, Spring Fling and Member Dinner.
- Calendar site visits with a specific timeline.
- Provide ZOOM access to Site Rep Meetings.
- Use active listening techniques.
- Utilize P.R. pieces to promote civility and inclusion.

Approved 9/13/21
### RESPA EXECUTIVE BOARD GOALS 2021-2022

**GOAL #2**

**GOAL**

Build and solidify the RESPA Infrastructure.

**OBJECTIVE**

- Increase participation in Site Rep Meetings.
- No missing components.
- Follow up with new members.

**STRATEGY**

- Actively recruit additional Site reps.
- Mentoring program Exec. Board members to sites
  - Training.
  - Exit survey for those dropping membership.

**TACTICS**

- Provide Site Rep training multiple times over the year.
- Continue Super Site Rep Program.
- Obtain new hire information from D.O. in timely manner.
- Hold Executive Board accountable for mentoring.
- Calendar site visits.
- Photos of E Board and Site reps (as feasible) in meeting room and on web site.
- Union code of conduct on wall of meeting room.

Approved 9/13/21
RESPA EXECUTIVE BOARD GOALS 2021-2022

GOAL #3

Increase RUSD School Board Engagement.

- Promote and build relationships with the RUSD School Board
- Attend all RUSD School Board Meetings.
- When feasible, initiate bi-monthly meetings with RUSD School Board member(s) and RESPA president and 1 Exec. Board Member.
- Reinstate “TEAM” meetings with Superintendent and RESPA leadership.
- Invite RUSD School Board to appropriate RESPA events.
- RESPA Board will continue to build relationships.
- Attend Board meetings

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