

# RESPA EXECUTIVE BOARD GOALS 2021-2022

## GOAL #1



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



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



- 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.



- 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.

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## GOAL #2



**Build and solidify the RESPA Infrastructure.**



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



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



- 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.

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## 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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