

DAY 3



1

Entry Activity



Have you made a plan to check out?

Do you know how you are getting to the airport?



2



UNISERV FOCUS ACADEMY

Effective Worksite Leadership Structures

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Feedback on Feedback

One fabulous response -- Loves the structure, activities, materials and time together
From the training team debrief -- Three points to reteach.

A structure is a group of people with shared agendas, sharing resources and accountabilities to accomplish a common purpose. A structure can last an afternoon or for years. Great structures accomplish goals that require the engagement of more people and provide more opportunities for more leaders.

About building leaders - You can be the most talented UD - (bargainer, advocate, doer-of-tasks, leader of training, problem solver, job saver, cat herder) but if you don't leave these spaces empty for your members, they never become leaders who will join with others (create structures) to achieve common purposes. The person that comes behind you will inherit a disengaged group waiting for someone to do it for them.

The most important thing for you to do to build strong locals is to build strong worksites --

Union Presence, Trusted and Respected Union Leaders, Structures that allow workers to use their power to achieve common purposes



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Agenda Review - Today

8:30 -- 10:15 -- Michigan Safe Schools Coalition

10:15 -- 10:30 -- Break

10:30-- 11:00 -- Coalition Building

11:00 to 12:00 -- Team Plan

12:00 -- 12:45 -- Team Presentations

12:45 -- 1:00 -- Wrap it up!!

Boxed Lunches at 1:00



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Group Agreements



Share Responsibility for the Success of Each Learning Session

Move up, Move back

Respect Confidentiality

Be Responsible for Building Deep Understanding

- Be timely with your presence, your speaking and your listening
- Be fully present with speakers and open to new perspectives
- Place tech on silent and stay checked-in
- Share using "I" statements
- Connect to your core values and speak from your heart



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Let's Get Graphic -

Each table has only one sheet of chart paper

Only pictures - no words, letters or numbers

Must be a joint effort, all table members should contribute



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Deb and Chad



8

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TIP OF THE ICEBERG

- Nearly 1 in 10 educators threatened with violence.
- Female students feel most unsafe at or away from school (Hispanic students highest)
- Nearly 1 in 10 Freshman report having been threatened or injured with a weapon at school.
- 71% of schools record violent crime – only 35% is reported to law enforcement.
- 1 in 3 H.S. students use per month (Alc / Mari.)
- Mid-size towns with lowest minority populations have highest incidents of reported bullying (~1 in 5 weekly)
- 1 in 5 students report hindered learning due unsafe environment
- **Only 37% of schools take serious action**



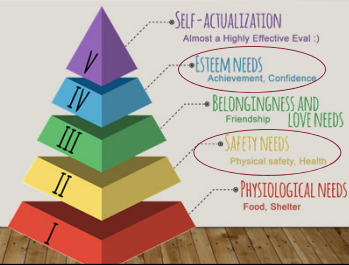
Complete USDE & USDOJ Study: Indicators of School Crime and Safety 2017
<https://tinyurl.com/school-violence-2017>

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SAFETY IS A PREREQUISITE FOR EDUCATION

Safety is the most powerful organizing issues crossing all interest groups.

Educators and coalition partners are in a unique position to leverage this issue to effect change.



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SAFE SCHOOL LEGISLATION WHAT'S IN PLACE NOW

At this point in the meeting...

- A review of State and Federal Law
- A review of School Board Policy and Contract

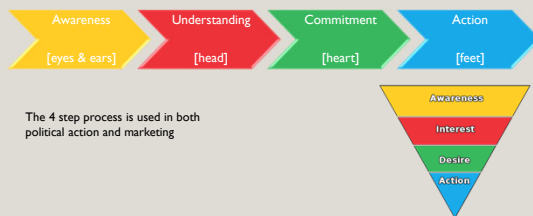
12

EFFECTING CHANGE IS A PROCESS

AWARENESS TO ACTION FOR COALITIONS

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AWARENESS TO ACTION MODEL



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Objective: Educative [Awareness]

Audience: Internal & External

Rationale:

- Developing awareness builds community
- Expands the scope of engagement as a consequence of unrealized connection or interest.

Activate: Eyes and Ears

Tactics to achieve objective:?

Phase 1 - Educate

Phase 1 - Educate
To gain a greater awareness of school safety issues and the laws, policies and circumstances that surround them, complete a series of training sessions that can serve as the foundation for a thoughtful approach to policy/plan development.

- School Workplace Violence
- School Workplace Bullying
- Lockdown and Evacuation
- Other

Phase 2 - Assessment
Phase 3 - Assembly
Phase 4 - Implementation

Training Session	Training Dates	Date

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Objective: Assess [understand]

Audience: Internal & External

Rationale:

- Need to separate the actual from the assumption
- Determine capacity & needs to address the issues

Activate: head

Tactics to achieve objective: ?



The slide shows the 'Assessment' phase of the Safe Schools Plan/Policy Development process. It includes a list of items to assess: Security and safety of key identified personnel, Security and safety of key identified personnel, Building and facility, Presence of student incidents, Staff awareness of needs, concerns, impediments, Resources that may assist in implementing policy initiatives (community, agencies, organizations), and Resources that may assist in implementing policy initiatives (community, agencies, organizations). It also features a table for 'All the Considerations' and 'Consideration Services'.

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Objective: Assemble [commitment]

Audience: Internal & External

Rationale:

- People who are aware of need, understand the issue and know there's are others who share that knowledge and awareness are more likely to commit to act
- You know the why's, who's and what's...now comes the how?

Activate: heart

Who are stakeholders: ?



The slide shows the 'Assembly' phase of the Safe Schools Plan/Policy Development process. It includes a list of items to assemble: Stakeholder representation of needs, concerns, impediments, Resources available to address the issue, Resources of the group, and Comprehensive policy solutions that connect the dots for assessment community. It also features a table for 'Stakeholder' and 'Representing'.

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Objective: Implement [action]

Audience: Internal & External

Rationale:

- Successful plans/policies should create structures, incentives, and celebrations that ensure long-term adaptive fidelity

Activate: feet

What does successful implementation look like: ?



The slide shows the 'Implementation' phase of the Safe Schools Plan/Policy Development process. It includes a list of items to implement: Contextual Agreements, Best Policy, Periodic review and report, and Celebrate and Commemorate. It also features a table for 'Structure, Incentive & Celebration'.

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DISCLAIMER:

- This is not an overnight process.
- Expect suspicion and resistance
- Success may look different than planned – go with it!
- Your name may never be known – your effort/commitment will



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Key Points

Coalitions are organizations of diverse interest groups that join resources to produce a specific change that they are unable to deliver as individual groups.

A coalition is a type of structure.

Coalitions require strong leadership and ongoing maintenance.



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Coalition Building Activity



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Key Points



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BREAK

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Coalition Seminar

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Team Planning for Leaders and Structures

Teams will select a scenario.

Identify a goal for the scenario and a basic campaign timeline.

Focus is not on actions – but on leaders and structures needed to achieve the various “wins along the way” to reach the ultimate win.

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Example

What sort of leaders do you need in the **foundation stage** and what sort of structures are being developed?

Want to make sure there are at least 3 leaders in each building who want to make sure the union turns out the vote for the democratic candidate. This team is talking to members and non-members, doing surveys and working ID'ing possible future volunteers for actions.

Structure – Political Action Team in each building that is part of the local's Political Action Network.

CAMPAIGN MOUNTAIN

Phases of a Campaign

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Team Work Time

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THE AMAZING FEELING WHEN...
YOU ARE FINISHED WITH
YOUR PRESENTATION host o.com

Team Presentation and Coaching Time



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Final Debrief





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KEEP
CALM
AND
WRAP IT
UP

Gratitude
Evaluations
Final Words for the
Good of the Order



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