

1. Has your local set goals for membership growth and participation? If yes, what are they?
  - a. We have a very high rate of membership (96-97% I believe)
  - b. For participation: we do have a lot of members that are consistent with lower risk actions (e.g. shirt days, petitions) or showing up when the stakes for them are personally high (e.g. when we went to impasse). So our long term goal is to have consistent super majority participation across sites in all types of union actions and activities.
    - i. However, we're doing 1:1 conversations right now and so far, the vast majority of members surveyed expressed that they would be willing to go on strike if needed. So that was a cool surprise!
  - c. For short term goals- it would be to continue to strengthen our newly-established CAT Teams at every site and in every work group, this will lend to all of our participation goals.
  - d. Where I'd like to see growth as well is continuing to build capacity and build a diverse executive board, rep council, committees, and leadership roles. We haven't set goals for that but we will now be talking about that.
2. What do you think are your organization's main strengths that will allow you to build a strong union and effective campaign?
  - a. Bargaining and Worksite Advocacy
    - i. Strong bargaining team, bargaining for the common good, transparent bargaining, high participation bargaining survey (80%) for the first time, sharing full proposals with members within 24 hours. Opportunities to observe, in time plan to fight for an expanded bargaining team.
    - ii. This has built a lot of trust with our members and an understanding of how hard the bargaining team works. Not to mention it gives them more motivation to fight for the proposed language!
  - b. Politics and Policy
    - i. Our leadership has positive relationships with our school board; regularly communicating with them and even encouraging more communication and visibility at the school sites to hear from members
    - ii. The school board isn't totally on our side, but all are willing to engage in dialogue with us about issues and we feel our input is at least considered.
    - iii. We also have very strong relationships with other nearby locals and have a very strong, Parent/Educator Coalition with some of our District's most outspoken and organized Special Ed Parents
3. Overall, which of the areas above do you think are the largest challenges for your local?
  - a. Engaged/Organized Membership- a lot of people willing to participate in the lower risk actions, but tend to get burned out on organizing when we're really in the thick of it. I think our engagement is growing, but getting our members to shift their mindset on moving to the organizing model takes time. Many like the service model better where they aren't such active participants. But now that we're getting some wins due to organizing, more of our members are coming around.
  - b. Infrastructure (not just building, but maintaining and having accountability built in)

- c. Communication - when it comes to communication with bargaining I would say we're very strong. But we struggle at times to have things like a newsletter or regular posts on social media because we need someone to manage our social media that is not also so involved in bargaining and organizing.
- 4. In the areas that you've identified as your biggest challenges, what are the main barriers your local faces?
  - a. Building capacity and delegating
  - b. Clear roles, structures, and accountability
- 5. Which of the above areas do you think should be the top three priorities for your local to address?
  - a. Infrastructure
  - b. Engaged/Organized Membership
  - c. Communication