

# NORTHSHORE EDUCATION ASSOCIATION

## Our Vision

*We are a professional community  
dedicated to an environment of respect,  
well being and empowerment for all educators.*

### Our Mission is to

- **Bargain and maintain a strong CBA and provide open lines of communication among members and with the community.**
- **Support educators legally, professionally, and collegially through open communications and the political process.**
- **Ensure the association remains effective by keeping accurate records, evaluating, monitoring, and adjusting policies, being fiscally fit and know ledgeable about the district budget.**
- **Support educational and program innovation by facilitating the exchange of methods and ideas among educators, administrators, and the community.**

### Goal 1: **Bargain and maintain a cutting edge contract.**

- A. Appoint bargaining members 6-8 months prior to start of negotiations (Pres/EB)
- B. Bargaining committee to report progress to pres, exec board, rep council and members regularly(TBD).
- C. Bargaining committee to improve or maintain present contract (BC) CY2002.
- D. Educate members on contract provisions
  1. CMC to develop plan and report to EB by 12/02.
  2. Exec Board to review, decide implementation, and present to RC by 1/03
  3. Reset KRA 1/03
- E. Once new contract in place, create system to assure its maintenance.
  1. CMC to present survey plan by 3/03
  2. EB/RC vote to accept/modify 4/03

### Goal 2: **Develop and maintain a system to identify political issues, determine our position, and take action on each issue.**

- A. Establish an Issues Message Board on NSEA website.(1/03) [KHaugen/MReid]
- B. Monitor responses monthly.[MReid]
- C. Select issues to pursue for year early in school year.[KMortland]
- D. Recruit team to write position proposals and present to Rep Council for approval/modification (4/03) [KMortland]
- E. Recruit separate team to identify audience and develop strategy to support issues (Nov/Dec 03)
- F. Lobby appropriately [TBD—recruit from website message board]
- G. Report to EB and RC monthly [KMortland]
- H. Identify educator for 3<sup>rd</sup> co-lead [Oct 02]

### Goal 3: **Develop and maintain an effective communication system.**

- A. Collect and disseminate info (association<>members)
  1. Create and publish simple NSEA website for press releases re. CBA [MReid/ KHaugen-9/02]

2. Recruit website team to expand website for other communication purposes (eg, surveys, bulletin board, etc.) by 1/03.

- B. Facilitate an interchange of ideas (member<>member)
  - 1. Committee to develop a plan to facilitate an interchange of ideas between members.
- C. Communicate our issues to community (association>public)

**Goal 4: Create an environment that promotes unity and fellowship among members.**

- A. Recruit members for a committee responsible for planning events by 10-1-02.  
[GBarnfather,JClements]
- B. Plan a list of events that provide balanced activities for fellowship, wellness, and social interaction and report to EB by 11-1-02.[committee]
- C. Organize, publicize, and hold the events. [committee]
- D. Gather feedback and make recommendations to EB re. future activities by end of school year (6-1-02).[committee]

**Goal 5: Support our educators through all phases of their careers.**

- A. Collect information on our educators' career standing from NSD or WEA [A.Feik]
- B. Determine support areas to address [AFeik].
- C. Publish a compilation of financial benefits and management programs for members (details and contact info) on NSEA website by 3/03 [A.Feik-website team]
- D. Provide a regular listing of educational support available to members in all areas by 3/03 [AFeik-website team]
- E. Provide a regular listing of mental health and family support services available to members (NSD/WEA) in ongoing Pres. Report and website [AFeik-website team]

**Goal 6: Ensure educators are provided a safe, secure and healthful working environment.**

- A. Create contract language to develop a reporting system for environmental, safety, security and health discrepancies (bargaining in progress--9/02?) [BC, JSchmeid,MReid]
- B. Inform educators that CHP is required in all buildings, that district will pay for work, and that templates are available-by 9/02. [Support, NSEA/JSchmeid,MReid]
- C. Direct CMC and RC to ensure vigorous reporting of health or safety discrepancies in building by 11/02. [JSchmeid]
- D. Ensure all buildings have operational health and safety committee, providing committee minutes to NSEA by 11/02.[JSchmeid/CMC—agenda RC 9/02]
- E. Include CHP information in president's report and post on website.[JSchmeid]
- F. Create a professional science standards team to assess science safety issues by 11/02. [EB/RC]
- G. Collect and maintain state/WEA/federal standards information on safety and health (L&I) issues by 11/02. [JSchmeid/MReid/PSST]
- H. Request documentation from district on all health, safety, and security issues that occur so that EB can review quarterly (10/02 – ongoing) [AFeik/LHein]
- I. Summarize relevant information and disseminate to educators so they can identify health, safety, and security problems which may exist in their workplaces by 11/02. [JSchmeid/MReid]

**Goal 7: Expand member involvement and recruit and train new leaders.**

- A. Provide new teachers with information on Vision, Mission and Strategic Plan and distribute NSEA cards with vision statement and contact information at new teachers' luncheon annually.(Aug 02) [AFeik/LHein]
- B. Distribute cards with vision statement and contact information to substitute teachers at the substitute orientation annually, Aug 02. [AFeik/LHein]
- C. Solicit feedback from previous NSEA participants in SPARKS regarding effective ways to involve newer, younger members and invite their involvement (Oct 02) [AFeik/LHein]

- D. Identify natural leaders in buildings through survey of members in Feb-Mar 03. [AFeik/LHein, RC]
- E. Develop and present an internal Leadership Academy to train new leaders (first annual-Aug 03) [AFeik/LHein] Resource: Finder Keepers Binder.

**Goal 8: Represent educators in disputes and provide them access to legal representation.**

- A. Supply each educator with a reference card of rights and contact info (including vision) to be distributed directly by building reps at beginning of each year (10/03) [AFeik/LHein]
- B. Recruit grievance committee for each building by June of each year. [AFeik]
- C. Train educators on contract rights annually; post contract info on NSEA website (10/03) [LHein/CMC]
- D. Train building grievance committee members about procedure by Oct 30 each year (10-30-03-first training)[LHein/CMC]
- E. Provide members with information regarding access to lawyer referrals each year and post information on website. (Nov 03) [LHein/CMC]

**Goal 9: Anticipate, support, advocate and plan for appropriate implementation of innovative educational programs.**

- A. Develop and implement a plan to research current educational trends and disseminate the findings to members, administrators, school board and community. (Innovative Ed Ideas Committee)
- B. Invite “Futures” speakers for members. (Innovative Ed Ideas Committee—2/02)
- C. Match trends to current district and association visions and strategic plan.
- D. Provide support and encouragement for implementation of programs that reflect the vision.
- E. Connect with those implementing similar programs in other districts for suggestions on pitfalls and successes.
- F. Offer input to district administration and committees responsible for new program planning and implementation.(TBD)

**Goal 10: Ensure educators a collaborative role in district decision-making and strategic planning.**

- A. All buildings to provide EB with their decision making model by 9/30/02.
- B. All district standing committees (including the strategic planning committee) will be appointed and approved (pres/EB) with the formal charge to represent the membership and support contract provisions in their committee decision-making and planning. (by 9/30)
- C. Inform members of their rights and responsibilities in their role as decision makers at all levels through building posting, website and RC (EB by 8/28).
- D. Request that all members participating in non-standing committees will notify the NSEA office of their participation within 14 days of their appointment. (President’s newsletter/website)[KHaugen]
- E. Publish general committee membership guidelines in the beginning of the year packet distributed by NSEA and on NSEA website. (8/03) [KHaugen]

**Goal 11: Develop and implement a fiscally responsible budget.**

**Goal 12: Regularly assess NSEA strategic plan and make adjustments as needed.**

- A. Leads and committee heads responsible for KRA’s will report regularly on progress to EB and RC (TBD).
- B. EB to review and assess progress on goals and KRA’s at the end of each school year and to report to RC. (6/03)
- C. EB to review and make adjustments to strategic plan at annual summer retreat and to present revised plan to Rep Council at September meeting for adoption/modification.

**Goal 13: Develop and maintain effective, thorough, and organized records and procedures.**

**Goal 14: Develop and execute effective committee oversight procedures.**

- A. Identify all committees/members (10/03 - Strategic Bylaws Committee)
- B. Develop charges for committees/members (11/03 – Strategic Bylaws Committee)
- C. Develop and execute system for committee chairs to report to EB/RC
- D. EB to monitor activities and committee reports/actions monthly for possible synergies/  
further direction.
- E. EB to brief/advise members of NSD committees prior/during their tenure(Ltr-SBL – 11/02