

Tumwater Education Association Mission, Goals, and Operating Principles

MISSION

The mission of the Tumwater Education Association is to be a valuable resource and partner in our members' personal and professional growth, and in our efforts to improve teaching and learning in Tumwater's public schools.

GOALS

- A. Strengthen our contract through bargaining and bargaining support
 - 1. Bargaining focus
 - a. Compensation
 - b. Benefits
 - 2. Bargaining support – organize bargaining support team
- B. Advocate for members through contract enforcement
 - 1. Educate members about the contract through
 - a. Focus on the contract in *The Advocate* newsletter
 - b. General membership meetings
 - 2. Site advocacy
 - a. Article 2 problem – solving
 - b. Grievance process
- C. Build a stronger union – inform, engage and organize our members
 - 1. Infrastructure – identify, recruit and affirm site leaders
 - a. Define leadership roles
 - b. Update bylaws
 - c. Appoint representatives to district committees
 - d. Establish and utilize TumwaterEA committees
 - 2. Workshops
 - a. TumwaterEA executive board member training
 - b. Tumwater EA building representative training
 - c. WashingtonEA training opportunities
 - 3. Communication
 - a. Building meetings
 - b. Networking at representative council meetings
 - c. Newsletters
 - d. "Bring a Friend" to a representative council meeting
 - e. Regular site visits by TumwaterEA executive board members
- D. Strengthen TumwaterEA relationships with the school board, community, and district administration
 - 1. Overall strategy for school board and administration
 - a. Attend school board meetings whenever possible
 - b. Invite school board members and/or superintendent to TumwaterEA executive board meetings
 - c. Encourage each work site to invite school board members and community leaders to visit and discuss district matters

2. Overall strategy for community outreach
 - a. Provide the TumwaterEA newsletter, *The Advocate*, to PTA/PTO Presidents
 - b. Provide the TumwaterEA newsletter, *The Advocate*, to parent members of site teams

OPERATING PRINCIPLES

The Tumwater Education Association will foster a culture that values and honors member involvement. Therefore, we agree that:

1. We will seek solutions that all parties can see furthering their personal and professional growth, and by which all parties feel honored.
2. We will seek solutions in a manner that helps build working relationships based on trust, honesty, dignity, and respect.
3. We will exercise good communication skills, including active listening, assertive word choices, and taking ownership of our own feelings and perceptions.
4. We will strive to focus on the issues.
5. We will seek solutions at levels closest to the situation.
6. We will seek to provide safe, dignified, and respectful contexts within which we can address problems and explore solutions.

January 26, 2005

Amended: October 23, 2024