

# Effective Labor-Management Symposium

Members of  
WDMCS District Leadership  
WDMEA Leadership

July 19, 2018



**WEST DES MOINES**  
COMMUNITY SCHOOLS

Innovative Spirit. Inspiring Success.

# Common goal for both district and association:

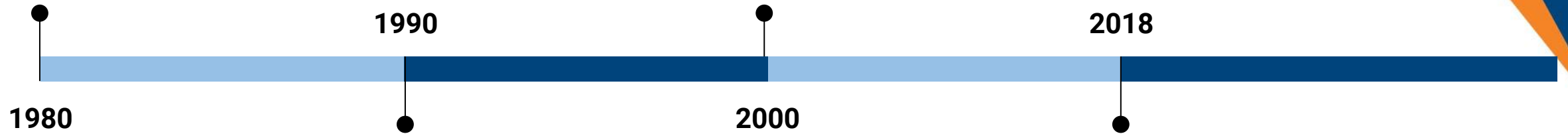
Ensure that we have **high quality educators** providing **rigorous and meaningful learning experiences** for our students in a **safe and supportive environment**.



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# Historical Perspective

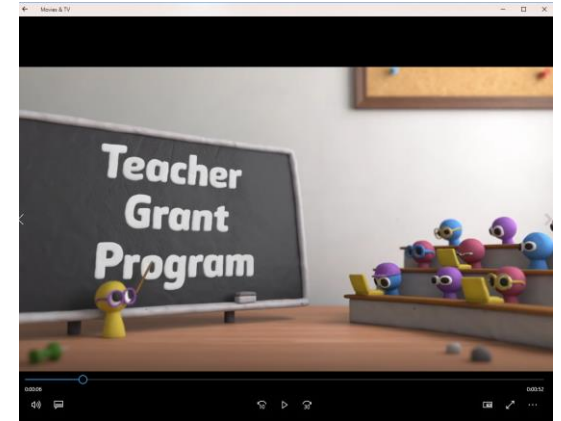


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# Formal Processes and Procedures

- Collaborative videos
- Contract maintenance meetings
- Superintendent/Leadership meetings
- Involvement with TLC
- Joint communications
- New teacher meetings
- Welcome back event



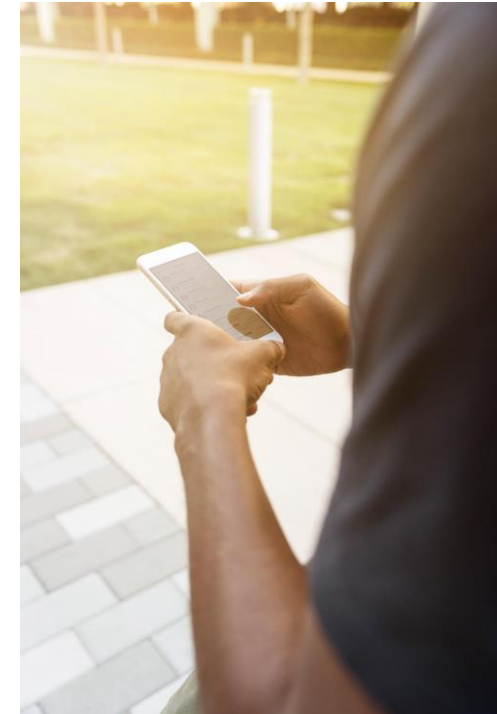
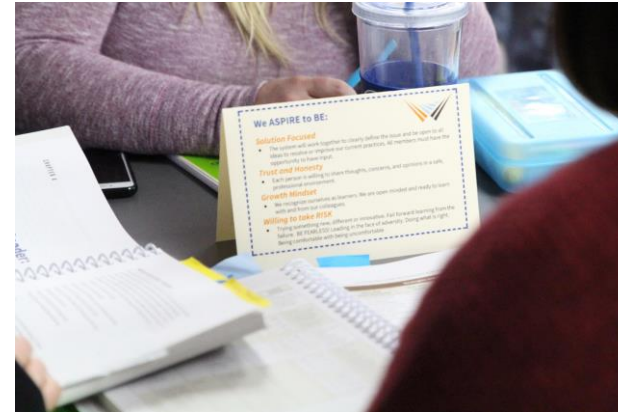
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# Informal Processes

- PGM work
- Representative meeting speakers
- Notes from meetings
- Phone calls and emails
- Keep association leadership informed



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# Sustainability

- Maintain records
- Shared Google documents
- Officers sharing a position  
– new/tenured officers



Graphic from: [youngupstarts.com](http://youngupstarts.com)



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# Challenges

- Budget and financial situations
- Legislative mandates
- Situations outside of local control
- Communication



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**Thank you!**



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