The goal of this project is to improve the relationship among district management and labor unions within the Mountain View School District by creating systems of engagement. The district superintendent, assistant superintendents, union presidents and Board President recently joined The California Labor/Management Institute (CA-LMI). The Institute’s mission is to create positive working relationships among district and labor groups. In speaking with the union presidents and vice presidents, they see a need to develop better relationships among principals and labor representatives at the school level. This project will provide union leaders and administrators more effective communication and problem-solving strategies to resolve issues at the lowest possible level.

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<th>Initiatives for Transforming Relationships in MVSD</th>
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- Annual participation at CA-LMI convening’s
- Annual meetings of site and district team to develop action plans
- Inclusion in district documents, such as wellness plan, employee handbooks, District Goals & Strategic Plan
- Include LMI training & expenses in budget

- Initial training from CA-LMI
  - Develop norms, meeting protocols
  - Develop District Action Plan
  - Develop materials for site training, including communication logs
  - Regular meetings with other regional district teams
  - Meetings to monitor plan & consider next steps

- Initial launch, Annual Kick-off BBQ
  - Monthly messages from Union and Administration
  - LMI articles in local newspapers & social media
  - Presenting LMI at conferences and institutes
  - Presentation at Board Meeting by District & Site Teams

- Quarterly review of District Action Plan, adjusting as appropriate
- Annual survey of all employees
- Annual review of implementation of Action Plans by Site and District Teams
- Creation of LMI Dashboard, visually showing District & Site data, and positive outcomes