

STRATEGIC ACTION PLAN 2021-2022

to the Annual Meeting of District Assembly

OSSTF District 10

Towards the Future: Listening, Planning, Acting

PREAMBLE

The *Strategic Action Plan* indicates areas in which District 10 intends to focus its resources, time, and staff. The *OSSTF District 10 Strategic Action Plan* is formulated to complement the *Provincial OSSTF Strategic Action Plan* and to also address local needs.

Our District personnel, including, but not limited to, our President, Federation Officer, and Executive Assistant, must be acknowledged for the important work they do throughout the year, which is a vital component of Member Services. The work of Committees, Council, and Executive supplement the work of our office, creating a District-wide framework.

The *Strategic Action Plan* passed at AMDA 2019 included two initiatives: Member Engagement and Digital Direct Communication. The Member Engagement initiative was an engagement focus for all members to become more involved with our local OSSTF. This is something that stalled through the last few years but needs to be re-energized again today to highlight where we are at now, hopefully nearing the end of the pandemic. The Digital Direct Communication was worked towards and concluded that year bringing to the fore a more prominent digital footprint for OSSTF and District 10.

The *Strategic Action Plan* passed at AMDA 2020 included the initiatives: Building an Education-Friendly Government and Official Opposition and Local I.T. Environments. The *Provincial OSSTF Strategic Action Plan* again this year highlights the need for investiture into provincial politics, looking forward to a 2022 provincial election. While still an important initiative locally, this is being moved to the Communication and Political Action Committee (CPAC) to take over. The Local I.T. Environments was a necessary highlight to last year's action plan. Even now we continue to utilize those efforts in this pandemic year.

The COVID-19 pandemic has changed the face of education and our union over the last year. In light of these changes, we wanted to make 2021-2022 about our local membership. Our hope is to re-energize our membership as we look forward to a new "normal" post-pandemic. We propose only one initiative to focus on for the new year.

PLAN

Re-energizing and Re-engaging Members

This past year has been especially stressful and troublesome for all educators across our District. The pandemic has illustrated some unique challenges to teaching and collaborating within our school system. Transitioning between in-class teaching and online teaching, dealing with last minute schedule re-arrangements and odd prep and duty schedules, and dealing with the stresses of endless new health and safety protocols are just some of the difficult tasks we have had to deal with in the past year. We are isolated from our peers. We are tired and stressed.

Our goals for the next year come in two areas, at the Branch level and at the District level.

1. We encourage Branches to use funds to re-energize their members in a multitude of different ways. Not all Branches have the funds necessarily available for activities to re-energize their members. We wish to provide Branches with access to a one-time fund to re-energize their members throughout the school year. Branches who wish to access the funds must submit an application outlining their plan for the amount to District Executive for approval.
COST: \$15 000
2. At the District level, we also need to re-energize our membership on a larger group scale. Funds will be used to facilitate activities and initiatives at the District level to get membership back to a better “normal” beyond the pandemic. We encourage the District Executive and Council to provide activities and initiatives to re-engage membership at the District level.
COST: \$15 000
3. At the District level, we also need to work to re-engage our membership. While we are all members of OSSTF, we want to encourage greater involvement in our union activities both locally and provincially. We propose a member education and outreach campaign that seeks to give members a greater sense of how the union is structured, how it operates, how one can become involved, and how one can effect change working through the structures that are already in place. In short, we are seeking a membership that truly identifies with our organization.
COST: \$5 000

CONCLUSION

We are confident that this *OSSTF District 10 Strategic Action Plan* will assist us in supporting Provincial OSSTF initiatives within our District as well as prioritize a local need to re-energize members. The plans outlined herein will improve the ability of District 10 to represent its members and bring about positive changes for all.

Submitted by,

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OSSTF District 10