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Northwestern Ohio  
Education Association

*"Working together for our kids"*

*Greetings Teachers & Welcome Back!*

*August 2016*

On behalf of TAWLS, allow me to personally welcome you back for the start of a new school year. This school year is truly a "new year," with new leadership in our district and association.

After the tumultuous 2015-2016 school year, we can look to a new school year, full of new experiences, opportunities, and a fresh start to collectively make Washington Local better than ever. Along with Susan Hayward, we are ready to roll up our sleeves to show her and the community all the great we can accomplish together for our kids.

Over the summer, your TAWLS leadership and I have remained busy keeping your voice front and center, while also advocating for fairness and equity. Besides personnel employment issues, EDI inequities, disciplinary meetings, contractual disputes, and TAWLS committee work, we arranged a meeting with Susan Hayward so we can begin building a professional relationship. At the end of July, Fritz Schermbeck and I met with our new superintendent for nearly two hours. Our first meeting with Susan Hayward was very successful as we discussed her philosophy and approach to leading our district. Her focus involves common sense and equity, in addition to working collaboratively with TAWLS, OAPSE, administration, and the community. During the discussions, we expressed that our three most important areas are: collaboration (teachers, staff, and administration working collectively toward a decision), clear communication, and technology (a technology plan that addresses curriculum for kids and training for staff).

Besides establishing a relationship with our new superintendent, we are working to establish a better association. Listening to your needs and advocating for your concerns towards a favorable resolution, TAWLS looks forward to utilizing more training opportunities in buildings through OEA, namely Employee Code of Conduct. In addition, to One-On-One visits throughout the upcoming year, so we can hear more from you, we are establishing the first TAWLS Tailgate on Oct 14<sup>th</sup> that will treat you and your family to food and prizes before the game.

As always, if you have concerns or need advice, it is important to bring it to a building representative. If there are major issues or sensitive ones, seek out an officer so we can address it. Our priority will be to address it "in-house" and/or, if necessary, take it to Susan Hayward.

With new relationships and a fresh start, we are going to make it a great school year!

*Christopher Hodnicki*

*TAWLS President*