

ONE-ON-ONE CONVERSATIONS

Alpine Education Association

Strengthening our Alpine Education Association (AEA) membership and growing our AEA membership is primarily focused on **building relationships** and finding common ground. Personal relationships are key. It is difficult to mobilize people effectively, if we don't know what matters to them and what motivates them. Through face-to-face, **one-on-one conversations**, we gain that **understanding** and build **trust**, which helps strengthen our members and to grow our AEA membership. We know this takes time, but do the best you can with the time you do have.

Sample One-On-One Conversation Outline

Opening: Explain why you are meeting – trying to get to know all the educators at the school.

Introduce Yourself: Briefly introduce yourself and help them get a sense of who you are and what's important to you. Explain why you belong to the AEA.

Focus on the Teacher:

Tell me about yourself

Why did you go into public education?

Why did you choose to work for Alpine School District?

What educational areas/issues are you most interested?

How are things going for you in your classroom?

What things do you think could be done differently, and what would make your job easier?

Agitate Around the Teacher's Interests/Issue/Concerns:

How are these issues affecting you?

Who has the ability to make changes in these areas?

Do you have thoughts on how improvements might be made?

How could things be better if you had a voice in making those changes/decisions?

Assess:

Can any of the interests/issues/concerns be addressed by the AEA?

Perhaps schedule a follow-up meeting.

Invite the teacher to get involved: Co-Chair a committee; attend a meeting/training; sign a petition/wear a button; sit on an association committee (if a member); participate in a political campaign/legislative hearing, etc.

Close:

Who are the other leaders in the building/who are the teachers whose opinion you respect on teaching and other matters? Who else do you think I should talk to?