

Comprehensive Support Solutions

At the California Labor Management Initiative (CALMI), we specialize in fostering collaboration and strengthening relationships within school district labor-management teams. We are dedicated to enhancing organizational effectiveness and improving student outcome through the active engagement of all key stakeholders. Our tailored approach equips districts with the tools and strategies to build trust, align goals, and drive lasting systems change through sustained, meaningful partnerships.

RECURRING SUPPORT SERVICES



COACHING AND FACILITATION

Interactive, hands-on support designed to meet the unique needs of your district and county office.

- **Agenda Development:** Clear, strategic agendas aligned with session goals, created in collaboration with staff to address priority topics and outcomes.
- **Presentation Development:** Engaging, professional presentations incorporating best practices for adult learning.
- **Preparation Meetings:** Pre-session alignment with staff to finalize goals, logistics, and materials.
- **Follow-Up Meetings:** Post-session debriefs to review outcomes, gather feedback, and support next steps for sustained progress.



PEER LEARNING NETWORKS

Dynamic regional and statewide peer learning networks focused on knowledge exchange, professional development, and strategic alignment.

- **Leadership Development Sessions:** Structured opportunities to enhance leadership skills, foster strategic thinking, and align individual development with district/regional priorities.
- **Peer Knowledge Exchange:** Facilitated discussions and activities that enable participants to share experiences, challenges, and innovative practices for mutual growth.
- **Communities of Practice:** Structured networks that drive sustained partnerships, collective problem-solving, and initiative implementation across identified geo-regions.

STANDALONE SUPPORT SERVICES



PROFESSIONAL DEVELOPMENT TRAINING

Custom training sessions designed to support the development of skills and strategies to address district/county goals and challenges.

- Full-Day Training (6 hours): Includes a comprehensive session, resource guidebooks for participants, and detailed preparation and follow-up meetings.
- Half-Day Training (3 hours): A condensed yet impactful session, complete with participant guidebooks, preparation, and follow-up.

Both options include:

- Custom Agendas: Aligned with district/county goals.
- Engaging Presentations: Tailored to objectives and designed for effective adult learning.
- Resource Guidebooks: Comprehensive materials for each participant.
- Pre- and Post- Support: Preparation and follow-up meetings to ensure relevance and sustainability.



REGIONAL CONVENINGS

Shared learning and team building experience for district/county teams to learn together and build the foundation for collaboration.

- Facilitated Team-Building Activities: Engaging exercises designed to strengthen trust and improve communication across teams.
- Interactive Presentations: Sessions focused on foundational labor-management topics, including establishing shared goals, developing collaborative structures, and measuring progress.
- Resource Sharing and Networking: Opportunities to connect with other districts, share best practices, and learn from successful models of collaboration.

Why Partner With Us?

- Expertise in Education: Deep knowledge of labor-management dynamics in school districts.
- Customized Solutions: Tailored approaches to meet the specific needs of your district/county.
- Proven Results: A track record of fostering collaboration and achieving measurable outcomes.

LET'S WORK TOGETHER

Ready to strengthen your labor-management partnership? Contact us to learn more or schedule a consultation.

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