

Editor Expectations Proposal

The main issue we face in our staff is a lack of effort, dedication, and motivation from editors and that causes an extremely unbalanced in-print, workload cycle. We never meet our deadlines. This is due to two different sections of the newspaper, and the majority of editors being in the 6th hour, but there is also an unhealthy reliance on the editorial board.

Classes are split between editors and staff members. We need to show that we care and not separate into two “cliques.”

The issues that persist and are created within our staff is, in essence, a domino effect. We need to spend more time teaching and training underclassmen (non-seniors) editors/staffers. To begin, we need a SOLID STAFF, SOLID EDITORIAL BOARD and split apart fourth and sixth hour responsibilities bi-monthly. We need to start building, not bossing people around.

Emery Goal Statement: *The Huron Emery* is a creative, compassionate open-minded publication filled with a community of diverse storytellers and truthseekers. We strive to share and uplift unheard voices, perpetuate bold, truthful perspectives in hopes of inspiring change and seek the truth within Ann Arbor and Huron High School.

Editor-in-chief/Editor role:

→ We need to be more communicative and collaborative with the rest of the staff. We do have a greater position as a mentor, but we are people first. As editors, we have the responsibility to help and guide staff members. There is a huge disconnect between both classes and in the classes. We are not inspiring the rest of the class nor are we teaching.

→ If people are not an editor, people typically think that they have less value, we need to help mend that prevalent feeling amongst our staff. We need to take care of people, that way we have a bolder and brighter publication.

→ To keep staff more motivated (including editors), we need to make sure there are events that people feel excited about; think food, fun, and family. Send to press celebrations — luncheons to celebrate during the sixth hour + fourth hour.

→ Time-Bound deadlines! - We need to include interview deadlines. This will help to see the process at which stage each piece is in, instead of just asking for the first draft of pieces.

→ Design tutorial needed regarding “How to design an Emery Page”

- Expectations for Editorial Board/Editors
 - H - HUMBLE
 - H - HELPFUL

- ALL EDITORS should complete their work outside of class. Class time should be used to help staffers.
- I - IMMEDIATE
 - Editors will sit everywhere and float around in class checking in with people
- P - IN-PERSON (PRIVATE VS PUBLIC)
 - ALL edits should be walked through with staffers in-person. If editors are in different classes, then make sure to set-up a time outside of class.
 - Section editors need more responsibility in editing pieces.
 - Make sure we aren't making the edits for them, instead helping them create a piece that's better than what we have ever imagined.
- P - DOESN'T PERSONALIZE
 - LET'S SEND TO PRESS **TOGETHER**
 - This should be something celebrated amongst the entire class, NOT just editors.
- Greet the classmates as they walk in through the door, we can rotate to different editors everyday. This will help establish a greater connection amongst staff. At least one editor should be first in the door.
- Knowing staff = K E Y
 - If we won't care, they won't care. Everyone has a place — let's make positions for people, instead of trying to find the perfect person to fit the position
 - It's not about them not finishing their work, it's about WHY they didn't finish their work. We need to be empathetic, caring, and **assume good intentions**.
- We should hold for applications again and remind ourselves that being a great writer does not mean that you will be a great editor.
 - Communication between everyone is key — which the editorial board lacks with editors.
- GIVING FEEDBACK



- We lie mostly in manipulative insincerity, as we are not really walking through our editors, instead we are just fixing things, without letting them know. Walking through will help a lot with how designs will be in following issues and writing as well. That way we do not have to redesign every single page.
- If we cannot rely on each other as editors or if the editorial board cannot rely on editors, and we do everything, then how will we ever learn from each other and make something lasting, extraordinary?
 - EIC's should not be scared to give off Issue 3/following issues to the fourth hour, if we are, then we need to do a better job of training, communicating and cultivating our publication.