

# PAT Goals, Vision & Strategic Plan

- (WHAT) The **Goals** voted on at 10/9/24 RA are our goals for THIS school year.
- (WHY) The **PAT vision** is an **external** document that outlines our values & belief statements. This is in an ongoing iterative process, as outlined by our bylaws & policies.
- (HOW) The **Strategic Plan** is an **internal** document that outlines the strategy, structures, systems, & tactics necessary to operate in alignment with our vision. This is a plan for a bargaining cycle approx 2-3 school years.
- The Executive Board & Steering Committee have been working on a draft vision since 2022.
- With support from our NEA strategic campaign coach, staff & governance have been working on a draft strategic plan since January 2023.

## Goals, Vision & Strategic Plan Ratification timeline



September 4th - 23rd	October 9th RA	November 13th RA	January 8th RA
<p>Sept 4th - 1st reading of the goals</p> <p>Wednesdays: In Committees - members further develop language for vision &amp; strategic plan.</p> <p>Sept. 30 : Exec board votes on vision &amp; strategic plan recommendation to RA- Do pass, do not pass, no recommendation.</p>	<p>2nd reading of the goals. Debate &amp; vote on goals.</p> <p>1st reading of Vision &amp; Strategic plan.</p> <p>Reps &amp; CAT review and report back feedback from members at their worksites on the vision &amp; strategic plan.</p>	<p>2nd reading, debate &amp; vote on Vision &amp; Strategic plan</p> <p>IF PASS - Vision published &amp; displayed in office. Begin strategic plan implementation.</p> <p>IF FAILS - Iterative feedback process restarts, vision &amp; strategic plan go back to committees for rewrites.</p>	<p>Progress on strategic plan implementation.</p> <p>OR</p> <p>Updated language brought back to RA for Vote.</p>



# Bargaining For The Common Good



## 5 Pillars

 <p><b>ENGAGING COMMUNITY PARTNERS</b></p>	 <p><b>EXPANDING THE SCOPE OF BARGAINING</b></p>	 <p><b>CENTERING RACIAL JUSTICE IN OUR DEMANDS</b></p>	 <p><b>EXPOSING THE BAD ACTORS</b></p>	 <p><b>STRENGTHENING ORGANIZING</b></p>
<p><b><u>SJCO &amp; Substitute</u></b></p> <ul style="list-style-type: none"> <li>- Families</li> <li>- Students</li> <li>- Unions</li> </ul>	<p><b><u>Bargaining &amp; Advocacy</u></b></p> <ul style="list-style-type: none"> <li>- Class Size</li> <li>- Language from other education unions</li> </ul>	<p><b><u>Racial Equity &amp; IPD</u></b></p> <ul style="list-style-type: none"> <li>- Reparations</li> <li>- Recruit &amp; Retain diverse workforce</li> </ul>	<p><b><u>Legislative, PAC &amp; Comms</u></b></p> <ul style="list-style-type: none"> <li>- the corporate villains not paying their fair share</li> <li>- the politicians in their pockets</li> </ul>	<p><b><u>Membership, NSE &amp; CAT</u></b></p> <ul style="list-style-type: none"> <li>- Increased 2-way communications</li> <li>- More members involved in decision making</li> </ul>

**PAT COMMITTEE**