

PAT GOALS 2025-2026

Build Union Engagement, Solidarity & Accessibility: Build trust and unity across our union and in solidarity with other unions and community based organizations.

- Bolster the internal structures needed to:
 - Expand member participation and two-way communication, rooted in a strong foundation of union values, organizing, and anti-racism.
 - PAT Executive Board will support building representatives in identifying CAT members at each site and achieve 75% of sites have identified a CAT member
 - Assess needs, conduct surveys, organize members and begin preparation for next contract cycle
 - PAT Executive Board will execute 3 surveys (which can be in collaboration with committees, task forces or the bargaining team) with at least 50% responses for feedback including our longitudinal questions: *To what extent do you feel connected to the statement “We are PAT”?* and *To what extent do you feel PAT represents your values and interests?*
 - The Executive Board will execute a non-survey based action to receive information from members which may include but is not limited to: site visits, phone calls, identifying a specific group of members with which to meet, etc.
- Center racial equity in our union and communities we serve, including:
 - Implementation of the gains we made in our 2020 contract
 - Review the Peer Mentor program for outcomes, communicate the findings with the Executive Board, membership and PPS.
 - Identify an expansion of the training under 7.13.6
 - Studying examples of a racial justice lens, tool, and/or process that help embed racial justice in our training. PAT will hold at least one session of an updated training in 2026, and;
 - Organizing affinity spaces for educators and communities of color
 - Hold at least 2 affinity events for members of color.

Develop Community and Family Solidarity around Community Schools: Build systems that support Educator, student, and community collaboration and shared decision making in public schools.

- Organize internally and externally to ensure that PPS, the county, and the state prioritize:
 - Fully funding education to, at a minimum, QEM levels
 - Identify at least 5 state representatives and 2 senators who support revenue reform or other strategies that lead to fully funding QEM levels.

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- Execute at least 2 communications, actions or strategies that educate members and communities about the QEM and the accountability bill signed by Kotek, SB141
- Creating Community Schools where educators, students, and communities are the leaders and primary decision makers for their schools.
 - Complete bargaining around Community in Schools (CIS) and survey members about Community Schools¹.
 - Educate and engage members in at least 1 popular education session, action, or activity about Community Schools
- A Student, Educator, and community led vision for curriculum and assessment, including the proposed expansion of Neighborhood schools, Communities in Schools and Pre-K classrooms.
 - Use our bargaining survey and other feedback metrics to begin the development of a community led vision and education plan for Community Schools.
- Listen to and connect with community organizations, PTAs, student groups, PPS unions and other folks in our school communities in acts of service
 - Identify 2 coalitions and at least 1 partner in each coalition that supports student and community organizing and change through lobbying, direct action, or other methods.

Create Great Public Schools for All through our Contract: Continue using Bargaining for the Common Good and other strategies to create schools that serve students and protect workers.

- Train and support members to understand and enforce contract language
 - Educate members about the bargaining process and the new bylaw changes through existing structures and tools which include but are not limited to Advocacy Cadre, 1:10, emails, or social media.
- Educate and organize our members and the public around the NEA vision for Community Schools & Great Public Schools for all using the principles of Bargaining for the Common Good. This vision should include but is not limited to:
 - Instructional equity
 - The need for small class sizes
 - Culturally affirming and rigorous curriculum
 - Meaningful and impactful assessment
 - The need for healthy school environments, and;
 - The physical and mental well-being of students and adults

¹ Communities in Schools (CIS) is a non-profit that PPS contracted with in November 2023 to collect student and family data. Community Schools is a framework that PAT defined in [this resolution](#) passed by the RA in 2024.

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- Hold at least 3 community listening sessions or other engagement strategies to discuss Community Schools with at least 10 people/families in attendance.
- Collaborate and communicate strategies, analysis and demands with other locals and organizations.
 - PAT will sustain communication and collaboration with PPS Unions United throughout our respective bargaining preparation and when at the bargaining table.
 - PAT will sustain communication and collaboration with other OEA locals throughout our respective bargaining preparation and when at the bargaining table.

PAT Goals Side by Side

<i>PAT Goals 2024-2025</i>	<i>Proposed PAT Goals 2025-2026</i>
<p>Build Union Engagement, Solidarity & Accessibility</p> <ul style="list-style-type: none"> ● Build trust and unity across our union ● Bolster the internal structures needed to: <ul style="list-style-type: none"> ○ Expand member participation and two-way communication, rooted in a strong foundation of union values, organizing, and anti-racism. ○ Assess needs, conduct surveys, organize members and begin preparation for next contract cycle ● Center racial equity in our union and communities we serve, including: <ul style="list-style-type: none"> ○ Implementation of the gains we made in our last contract, ○ Expanding our racial justice training and education, and; ○ Organizing affinity spaces for educators and communities of color. 	<p>Build Union Engagement, Solidarity & Accessibility: Build trust and unity across our union and in solidarity with other unions and community based organizations.</p> <ul style="list-style-type: none"> ● Bolster the internal structures needed to: <ul style="list-style-type: none"> ○ Expand member participation and two-way communication, rooted in a strong foundation of union values, organizing, and anti-racism. <ul style="list-style-type: none"> ■ PAT Executive Board will support building representatives in identifying CAT members at each site and achieve 75% of sites have identified a CAT member ○ Assess needs, conduct surveys, organize members and begin preparation for next contract cycle <ul style="list-style-type: none"> ■ PAT Executive Board will execute 3 surveys (which can be in collaboration with committees, task forces or the bargaining team) with at least 50% responses for feedback including our longitudinal questions: <i>To what extent do you feel connected to the statement “We are PAT”?</i> and <i>To what extent do you feel PAT represents your values and interests?</i> ■ The Executive Board will execute a non-survey based action to receive information from members which may include but is not limited

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to: site visits, phone calls, identifying a specific group of members with which to meet, etc.

- Center racial equity in our union and communities we serve, including:
 - Implementation of the gains we made in our 2020 contract
 - Review the Peer Mentor program for outcomes, communicate the findings with the Executive Board, membership and PPS.
 - Identify an expansion of the training under 7.13.6
 - Studying examples of a racial justice lens, tool, and/or process that help embed racial justice in our training. PAT will hold at least one session of an updated training in 2026, and;
 - Organizing affinity spaces for educators and communities of color
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Develop Community and Family Solidarity around Community Schools

- Organize internally and externally to ensure that PPS, the county, and the state prioritize:
 - Fully funding education to, at a minimum, QEM levels
 - Creating Community Schools where educators, students, and communities are the leaders and primary decision makers for their schools.
 - A Student, Educator, and community led vision for curriculum and assessment, including the proposed expansion of Neighborhood schools, Communities in Schools and Pre-K classrooms.
- Listen to and connect with community organizations, PTAs, student groups, PPS unions and other folks in our school communities in acts of service.

Develop Community and Family Solidarity around Community Schools: Build systems that support Educator, student, and community collaboration and shared decision making in public schools.

- Organize internally and externally to ensure that PPS, the county, and the state prioritize:
 - Fully funding education to, at a minimum, QEM levels
 - Identify at least 5 state representatives and 2 senators who support revenue reform or other strategies that lead to fully funding QEM levels.
 - Execute at least 2 communications, actions or strategies that educate members and communities about the QEM and the accountability bill signed by Kotek, SB141
 - Creating Community Schools where educators, students, and communities are the leaders and primary decision makers for their schools.
 - Complete bargaining around Community in Schools [CIS] and survey members about Community Schools.
 - Educate and engage members in at least 1 popular education session, action, or activity about Community Schools
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	<ul style="list-style-type: none">■ Use our bargaining survey and other feedback metrics to begin the development of a community led vision and education plan for Community Schools.● Listen to and connect with community organizations, PTAs, student groups, PPS unions and other folks in our school communities in acts of service<ul style="list-style-type: none">○ Identify 2 coalitions and at least 1 partner in each coalition that supports student and community organizing and change through lobbying, direct action, or other methods.
<p>Create Great Public Schools for All through our Contract</p> <ul style="list-style-type: none">● Train and support members to understand and enforce contract action● Educate and organize our members and the public around the NEA vision for Community Schools & Great Public Schools for all using the principles of Bargaining for the Common Good. This vision should include but is not limited to:<ul style="list-style-type: none">○ Instructional equity○ Small class sizes○ Culturally affirming and rigorous curriculum○ Meaningful and impactful assessment○ Healthy school environments, and;○ The physical and mental well-being of students and adults	<p>Create Great Public Schools for All through our Contract:</p> <p>Continue using Bargaining for the Common Good and other strategies to create schools that serve students and protect workers.</p> <ul style="list-style-type: none">● Train and support members to understand and enforce contract language<ul style="list-style-type: none">○ Educate members about the bargaining process and the new bylaw changes through existing structures and tools which include but are not limited to Advocacy Cadre, 1:10, emails, or social media.● Educate and organize our members and the public around the NEA vision for Community Schools & Great Public Schools for all using the principles of Bargaining for the Common Good. This vision should include but is not limited to:<ul style="list-style-type: none">○ Instructional equity○ The need for small class sizes○ Culturally affirming and rigorous curriculum○ Meaningful and impactful assessment

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[Goal Tracking Excel](#)