



Strategic Action Plan

MISSION STATEMENT

To secure professional status and respect for public school employees and to promote quality public education.

This brochure is a condensed version of the TEA Strategic Action Plan adopted by the TEA Association Representatives in February of 2003. For a copy of the full text, contact the TEA office or go to our website.



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TEA's Strategic Action Plan

Have you ever wondered what the purpose of the Tucson Education Association is? Do you sometimes have a question about WHY TEA has conducted a particular activity?

These questions can easily be answered by reading and understanding the TEA Strategic Action Plan contained in this document. A more detailed version is available upon request and online at www.TucsonEA.org.

TEA's proposed Strategic Action Plan, approved by the Association Representatives on February 12, 2003, is a vision of what we want the Association to look like in the next several years. It serves as a blueprint to redesign the organization to achieve the goals of the plan as effectively and efficiently as possible. Existing committee activities will be placed within each of the centers and the TEA Board has referred the development and implementation of TEA activities to the five clusters.

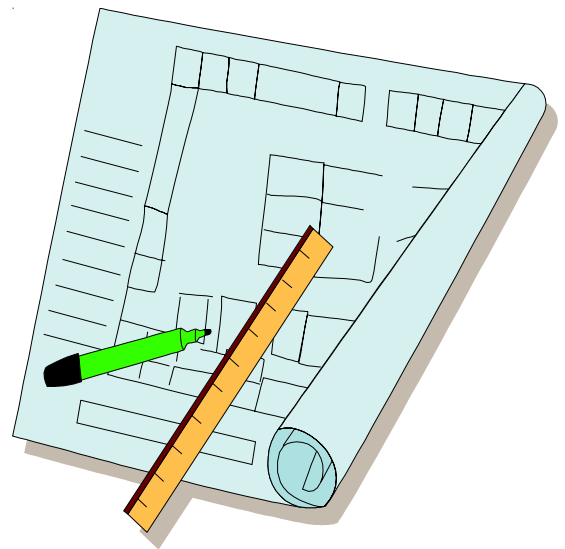
Also contained in this bulletin is TEA's political platform or "Commitment to the Community." This platform serves as a declaration of our values. It has been used in networking with community members as well as in the TEA Political Action Committee candidate endorsement process.

Please contact me if you have any questions or comments about the Strategic Plan or the Commitment to the Community.

Paul Karlowicz
TEA President, 2003-2005 Term
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- I. **Member Advocacy: TEA advocates for working and learning conditions that meet high standards of respect for employees and students.**
 - A. Guarantee a working environment that is conducive to learning.
 - B. Ensure competitive salaries and benefits for employees whom we represent.
 - C. Maintain employee rights and ensure legal awareness.
 - D. Ensure equitable treatment of all employees.

TEA's Strategic Action Plan



**Our blueprint
for the future.**

II. Professional Development: TEA provides and advocates for quality professional development to enhance the skills of TUSD employees.

- A. Provide assistance and support to new and experienced employees.
- B. Ensure quality, meaningful staff development.
- C. Provide professional development opportunities.

III. Public Policy: TEA cultivates community-wide partnerships that value and support public education.

- A. Effectively influence policy/decision-makers.
- B. Build community support for public education.
- C. Nurture a positive public image of the Association and public education.
- D. Identify, support and elect education-friendly politicians.

IV. Organizational Development: TEA strengthens our Association by providing opportunities for members to enhance their leadership skills.

- A. Ensure a broad, diverse and representative leadership base.
- B. Develop and implement a year-round membership recruitment and retention plan.
- C. Increase member commitment to and participation in the Association by expanding membership involvement at the site and in the Association.
- D. Engage and empower stakeholders to make decisions at the school site.

V. Governance and Operations: TEA leaders and staff ensure effective management and implementation of the Association's Mission, Strategic Objectives and Policy.

- A. Represent the TEA membership.
- B. TEA Board employs staff.
- C. Maintain and uphold TEA documents.

The following TEA clusters will carry out the Strategic Plan through member involvement. Assignment to clusters of previous TEA committees/bodies include:

Member Advocacy

- Negotiations
- Grievances
- Bargaining Support
- Employee Rights
- Legal Defense Fund

Professional Development

- Scholarship
- I&PD
- SDM
- TEA study groups and Association activities for P.D. and re-certification credit.
- 301/Classroom Site Fund Implementation

Public Policy

- Public Relations
- PR Fund Committee
- Political/Legislative

Organizational Development

- Communications (Newsletter/Publications, Website/Technology & Library)
- Wellness Retreat
- Human Relations
- Laurels Celebration
- Membership
- ESP
- Minority Affairs
- Financial Awareness

Governance and Operations

- ARs
- Board
- TEAPAC
- TEA Foundation
- Budget/Audit Committee
- Elections
- Management Team

TUCSON EDUCATION ASSOCIATION PLATFORM: “COMMITMENT TO THE COMMUNITY”

Tucson Education Association (TEA) is committed to changing the culture of TUSD so that:

- A. Student learning is the focus of public education. Student learning comes from quality classroom instruction by certified teachers and Educational Support Professionals within safe, well-maintained schools.
- B. Teachers, Educational Support Professionals (ESP), parents and students are the prime decision-makers in education, using the Site-Based Decision-Making model as a key to improving schools.
- C. School staff is encouraged to develop and is given the power to implement unique programs of curriculum and instruction.
- D. Classrooms are the first and foremost priority in TUSD’s budgeting decisions.
- E. Parents have the right of choice among public schools through the open enrollment process.
- F. Professional development for school employees is a top priority.
- G. Improved salaries and benefits for teachers and school personnel serve as keys to attracting and retaining quality professionals.
- H. Collective bargaining is utilized as an effective problem-solving process.
- I. TEA is acknowledged by the entire community as an essential organization of education experts.

Unanimously approved by the TEA Association Representatives on 12/8/99
and by the TEA Board of Directors on 12/13/99.