

MISSION

The UEA's mission is to advance the cause of public education in partnership with others: strengthen the teaching profession, promote quality schools for all of Utah's children and advocate the well-being of members.

VISION

A safe, equitable school for every child.

GOALS

SOCIAL AND RACIAL JUSTICE

Work with members and education community partners to develop and implement social justice programs to disrupt educational inequities caused by institutional racism.

PROFESSIONAL DEVELOPMENT AND SUPPORT

Advocate for teaching as a sustainable career.

QUALITY PUBLIC SCHOOLS

Improve public schools by developing partnerships that lead to better student outcomes while elevating the teaching profession.

ORGANIZATIONAL GROWTH AND CAPACITY

Grow our organizational capacity to fulfill our mission for our students and the betterment of public education.

OBJECTIVES

SOCIAL AND RACIAL JUSTICE

Increase the representation of Native People, Asian, Black, Latin(o/a/x), Middle Eastern and North African, Multiracial, and Pacific Islander as a percentage of UEA membership, leadership, committees, task forces, and program initiatives.

Decrease the percentage of members identifying their race and/ or ethnicity as "unknown", "other", or <blank>.

Increase the number of Native People, Asian, Black, Latin(o/a/x), Middle Eastern and North African, Multiracial, and Pacific Islander UEA members paying dues through EFT payment.

QUALITY PUBLIC SCHOOLS

Advance the cause of high-quality public schools for every student by advocating for policies and developing partnerships that lead to increased educational resources for public education.

Work to increase active engagement of members in the political process and enhance the resources provided to local leaders and building representatives through multiple pathways in our legislative and political program.

PROFESSIONAL DEVELOPMENT AND SUPPORT

Increase the value of membership by providing professional learning and development opportunities for members.

Strengthen the Aspiring Educator and New Educator programs in order to increase the quality of new educators in the profession and to increase membership.

Provide support and training for local bargaining, including efforts to implement programs regarding educator, student-centered and community-based advocacy.

ORGANIZATIONAL GROWTH AND CAPACITY

Build dynamic media capacity to create increased awareness of issues and programs of importance to our members, increase membership and to eliminate constraints on statewide funding of public education.

Provide leader and member engagement to increase organizational strength and leadership capacity.

Maximize use of database systems and processes to increase secure online membership enrollment and to track and report participation in all statewide events.

THEORY OF CHANGE

By building relationships and advocating for strong, safe and inclusive community schools staffed with professionally trained and supported educators, we will increase and ensure educational opportunity, student engagement and growth, student achievement, respect for professional educators and a high degree of trust in public education.

TACTICS & ACTIVITIES

SOCIAL AND RACIAL JUSTICE

- * Convene discussions for members of color through the BIPOC affinity group.
- * Promote leadership identification of educators of color.
- * Plan and carry out staff and leader trainings and seminars on racial justice and equity.
- * Establish an Equity Academy for members.
- * Increase diversity in Association awards programs, and actively engage in HCR nominations and activities.
- * Create an Equity Ambassadors program.
- * Participate in Expect the Great.
- * Participate in Leaders for Just Schools.
- * Establish a White Ally group.
- * Carry out a Why I Identify campaign.
- * Plan and carry out social and racial justice seminars for Aspiring Educators.
- * Ensure EMAC is representative of BIPOC members and is trained on social and racial justice.
- * Conduct an equity audit and create a plan to make changes that are identified through the audit.

PROFESSIONAL DEV. AND SUPPORT

- * Provide professional development trainings.
- * Share NEA professional development resources.
- * Sponsor outreach and support to new educators.
- * Support Prepared Not Scared.
- * Continue the statewide Bargaining Summit and regional bargaining trainings.
- * Promote student aid and debt relief workshops.
- * Advocate for members' legal rights.

QUALITY PUBLIC SCHOOLS

- * Build partnerships with stakeholder partners and other community groups.
- * Sponsor and implement EDOH and EDOH+ trainings and programs.
- * Maintain a professional lobbying presence at the Capitol during the legislative session, interim, and other external opportunities.
- * Continue the Policy Ambassadors program.
- * Maintain a professional relationship and staff presence at USBE.
- * Continue to sponsor and schedule local and regional legislative briefings and trainings.
- * Create a program to help educators and allies run for office.
- * Work to elect pro-public education candidates.

ORGANIZATION GROWTH AND CAPACITY

- * Engage through a robust social media program, including staff training programs.
- * Maintain a user-friendly, informative website.
- * Utilize effective online tools (e.g. Join Now, EZ Stay, website) to support members in a user-friendly manner.
- * Building structures through leadership training and recruitment.
- * Provide statewide and regional summits on various topics.
- * Implement EFT conversion program and utilize EZ Stay portal.
- * Promote recruitment through Recruit Today! Belong Now initiatives.
- * Provide membership grants and matching branding initiative.
- * Expand Summer Leadership Academy.
- * Promote the Aspiring Educators program.
- * Implement Early Enrollment campaign.