

OEA STRATEGIC GOALS



The OEA has adopted a set of Strategic Goals which guide our organization in the pursuit of its mission.

- To provide for the long-term improvement of salaries, benefits and working conditions and rights of our members.
- To provide for the long-term improvement of all members' professional expertise in an environment that promotes continuous learning, student achievement and member satisfaction.
- To influence the development of improved educational policy, establish OEA as a respected resource for educational improvement, and actively support local affiliates in the establishment of partnerships for educational improvement.

OEA Vision In the year 2009, the Ohio Education Association...

- is recognized as the preeminent advocate for and champion of public education in Ohio;
- is the respected and influential advocate for Ohio's public education employees and the learners we serve;
- is leading and developing partnerships that impact the public policy issues affecting members' economic and professional well-being;
- continues its success in resolving the problems that confront public education.

To achieve this vision, OEA members, leaders, and employees are committed to...

- *preserving the livelihood of members and employees and securing for them a safe and just work environment;*
- maintaining collaborative relationships and practicing shared decision-making that is based on reliable, valid data;
- advocating for public education, all public education employees, and the learners we serve;
- working as a high-performing team to achieve continually increasing efficiency and effectiveness;
- acknowledging the mind, heart, and spirit of the organization and each individual within it.

OEA Core Values: We believe...

- Public education and academic freedom form the foundation of American democracy.
- All learners have the fundamental right to an equitable and adequate public education in a safe climate that recognizes, respects and utilizes individual differences to create an optimal learning environment.
- OEA's most valuable resources are the people who make it strong – its members, leaders and employees.

OEA can and must...

- *set the pace as a union:* focusing on and responding to shifting demands, practicing collaborative and visionary leadership, and highly valuing its employees and partners;
- *perform with efficiency and effectiveness:* responding to affiliate and member needs in effective ways that make them better at their jobs, make them proud of their work, and contribute to their success in meeting stated goals;
- *engage the education community:* building strong partnerships across the state to fund and promote high-quality schools;
- *build strong and effective affiliates:* engaging members through collective action, strong advocacy, political action, and profession building;
- *advocate for its members:* ensuring that education employees are recognized as professionals, are fairly compensated, and are provided the developmental support they need to be experts in their fields;
- *foster pride in and affiliation with Association for members, employees, and partners.*

