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2025-2026

Modified Strategic Plan and Budget Engagement

Noel Candelaria
Secretary-Treasurer



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Land acknowledgement



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Welcome and Purpose

WELCOME

2024-25 Budget Committee Members and Strategic Objective Assignments



Noel Candelaria, Secretary-Treasurer and Chair



Bill Farmer, Strengthen Public Education as the Cornerstone of Democracy and NEA Operations



Turquoise Lejeune Parker, Advance Racial Justice and Social Justice in Education



Wil Page, Promote Safe, Healthy, and Inclusive, Collaborative, and Future-Focused Public Schools



Princess Moss, Vice President and Vice-Chair



Ivory Smith, Improve Professional Respect and High-Quality Working Conditions



Don Tinney, Support Professional Excellence and Student Learning



Aaron Kubo, Fuel the Transformation of Affiliate Organizational Capacity

Agenda

- 2024-2026 STRATEGIC FRAMEWORK
- STRATEGIC QUESTIONS
- THEMES AND COMMON THREADS
- NEXT STEPS



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2024-2026 Strategic Framework

Visionary Goals

To achieve our mission and to meet our shared responsibility to elevate and unite all our members, the NEA, in partnership with affiliates, will build connections that:

1. Enhance success, justice, and equity in our nation's public schools, and the well-being of all our students, parents, families, and communities.
2. Promote fulfilling professional lives and the success of our members.
3. Grow and strengthen our Union through leaders trained to retain, inspire, engage, recruit, and empower fellow educators and public employees.

Strategic Objectives

In partnership with our Affiliates, NEA will:

- Strengthen Public Education as the Cornerstone of Democracy
- Advance Racial Justice and Social Justice
- Promote Safe, healthy, and Inclusive Collaborative, and Future-Focused public Schools
- Improve Professional Respect and High Quality Working Conditions
- Support Professional Excellence and Student Learning
- Fuel the Transformation of Affiliate Organizational Capacity

NEA Operations

Ongoing functions that sustain the organizational infrastructure and nimbly adjust to the changing nature of the external environment; advance organizational learning and effectiveness; implement responsible business practices; and promote a positive, just, and innovative culture across the NEA.



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Strategic Questions

Think about the environment that NEA, affiliates and members might be facing between now and September 2025.

1. What trends do you think will have the most significant impact on our members and their students within this time period?
2. How would the anticipated outcomes of these trends directly impact:
 - Individual educators?
 - Students?
 - School communities?
 - The education system as a whole?
3. What realistically might NEA and its affiliates do to help meet these needs?



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“THEMES and Common Threads.”



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JAN-MAR

FEB 16

APR 3-4

MAY 2-3

JUN-JUL



BUDGET ENGAGEMENTS

Gather information from constituent groups.



BUDGET COMMITTEE MEETING

Review proposed Tactics for the 2025-2026 Modified Strategic Plan and Budget, and get feedback.



BUDGET COMMITTEE MEETING

Review proposed Activities for the 2025-2026 Modified Strategic Plan and Budget, and present a Balanced Budget to Committee for approval.



BOARD OF DIRECTORS MEETING

Present Balanced Budget for approval.



JUNE 23, 2025 7:30PM EST: OPEN HEARING ON MODIFIED BUDGET FOR RA DELEGATES

JULY 2-6, 2025: REPRESENTATIVE ASSEMBLY

Delegates to the Representative Assembly to approve the proposed 2025-2026 Modified Strategic Plan and Budget.



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STRATEGIC PLAN AND
BUDGET DEVELOPMENT
TIMELINE

Thank you!



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