

ABC Federation of Teachers Strategic Plan
ABCFT STRATEGIC PRIORITIES
2023-2026



The ABC Federation of Teachers is a strong union representing the voices of teachers and nurses. We use innovative structures that empower the ABCFT Membership through well-established communication systems that enhance organizational capacity, political activism, membership communication, and tools for labor-management engagement. The strength of ABCFT has always been its ability to educate, inform, and advocate for its membership promptly about issues that are important to its members. In addition, the ABC Federation of Teachers provides leadership development opportunities for its members to promote teacher voice and activation.

This Strategic Plan aims to provide organizational transparency, fostering a clear vision for the future while nurturing a legacy of shared values. ABCFT leadership will continue to grow the union's capacity through communication structures and opportunities for members to become more involved in union activities. We are committed to the collective advocacy that addresses the ever-changing needs of our members, exhibiting a willingness to change and evolve as necessary to meet these dynamic challenges.

The public education system in the United States is in a state of crisis for social and financial reasons. Decades of financial disinvestment in our nation's children have created a hostile learning environment for our students, and the institution of public education is under siege; furthermore, those forces have leveled coordinated attacks that undermine labor unions and weaken union membership in attempts to minimize the voices of educators. Students and teachers have been overwhelmed with standardized testing, social-emotional concerns, post-pandemic effects, and a continual threat of school shootings and violence.

The ABC Federation of Teachers works with its members, administrators, and the ABC community to address collaborative ways to combat divisive attacks on public education and the financial challenges that impact our community schools. We also oppose the concept of book banning. These cultural wars limit freedom of expression and eclectic approaches to academic freedom, attacks on student privacy, the demonizing of inclusive curriculum, and all ideas or movements designed to erode the foundations of democracy and public schools.

ABC Federation of Teachers Mission Statement

The ABC Federation of Teachers' mission is to protect and enhance the rights, working conditions, compensation, and personal well-being of those it represents to promote a safe and healthy environment where teachers can teach and students can learn. The ABCFT Strategic Plan helps the organization to maintain goals and focus on issues that most impact ABCFT membership and the students they serve.

ABCFT Strategic Priorities

1. **Compensation and Benefits** - The primary function of our union is to ensure competitive compensation packages for members. Negotiating for salary and benefits remains a top priority, as we recognize and value our members' hard work and dedication. In 1995, ABCFT compensation and benefits ranked in the lowest quartile (25%) for pay and benefits for LA County. In 1998, ABCFT and ABCUSD committed to ensuring that the best way to attract and retain teachers/nurses/SLPs was to maintain a salary and benefits package in the top quartile for pay (75%+) in Los Angeles County. In 2022-2023, ABCFT continued to explore innovative ways to attract and retain employees by creating separate salary schedules that included substantial increases in compensation for Special Education, CTE, Child

Development, and Speech and Language Pathologists teachers. ABCFT is currently in the top quartile of unified school districts for the following: benefits, average salary, total compensation of salary, and benefits in Los Angeles County.

2. **Working/Learning Conditions** - Learning conditions have a significant impact on the success of our students. To succeed, teachers/nurses must have the best working environments, professional development training, curricular materials, access to technology, and student support services. In addition, ABCFT advocates for safe, inclusive, and innovative classrooms where teachers and all students have the tools and support to be academically successful and socially and emotionally healthy.
3. **Recruit and Retain ABCFT Leadership Capacity** - Research shows that organizations that invest in leadership development perform better than those that do not invest. Union investment in training members is a way to promote best practices and maintain organizational strength. Investment in leadership training through coaching and membership enhances ABCFT's capacity to deliver critical support and services to its members. Leadership training will help ABCFT make better-informed decisions and ensure the organization's long-term success and stability
4. **Effective Communication Structures** - Information gathered from members and through labor-management engagement with administrators is critical to keeping members current about the educational profession and the local impact on their classrooms. ABCFT is committed to the democratic practice of organizational transparency and collective decision-making. Effective and consistent communication structures ensure a well-informed membership to make informed decisions about policies and organizational direction of the ABC Federation of Teachers.
5. **Labor Management Structures** - The critical alliance between administration and labor establishes a collaborative culture that amplifies the voices of teachers and nurses across the entire school district. The Partnership between Administration and Labor is a vital element in creating a culture of collaboration that elevates educator voices at all levels of the school district. The ABC Federation of Teachers and the ABC Unified School District have been building a PAL culture and structures for over twenty years, and we expect no district decision will be made without a union voice. Research and our own practices have illustrated that effective organizational partnerships improve the educational quality of our instruction, expand union representative roles, and ensure educator voice and decision-making.
6. **Member Outreach** - Member engagement through leadership opportunities, professional development, and political action are dynamic ways to build the strength of an organization. ABCFT is committed to addressing the needs and interests of the membership as a way to support and engage the members. ABCFT is an educational community focused on providing opportunities for members to participate in leadership training, exchange best practices, and engage in political dialogue. We strive to promote a union culture committed to embracing diversity and member voices. The goal of membership outreach is to grow the capacity and relevance of the YOUNION as an educational component.
7. **Political Action** - ABCFT actively advocates for public education and encourages members to participate in the democratic process. ABCFT has a strong history of political action and educator political activism at the local, state, and national levels. The Committee On Political Education (COPE) uses communication structures and financial resources to elect and cultivate school board members who are strong advocates for public education. The voice of educators in the halls of our legislative offices is critical to the survival and maintenance of public education.

