

EAA VISION, MISSION, VALUES, AND GOALS

2025-26

EAA Vision Statement

Our vision is a great public school for every student and employee in Alexandria City Public Schools (ACPS).

EAA Mission Statement

Our mission is to advocate for, communicate with, educate, and engage the Education Association of Alexandria (EAA) members and to influence education stakeholders through collective action.

EAA Values

COMMITMENT: EAA believes in commitment to its members and the students they serve.

COLLECTIVE ACTION: EAA believes individuals are strengthened when they work together for the common good. When we unite and advocate collectively, we, as education professionals, improve our professional status and the quality of public education.

PROFESSIONALISM: EAA believes that education professionals' expertise and judgment are critical to student success. We expect the highest professional standards from our members and, in turn, expect the status, compensation, and respect due all professionals.

INTEGRITY: EAA believes all education employees should be treated equally, respectfully, and with integrity.

EAA Goals

1. Collective bargaining: Develop and ratify bargaining proposals for licensed personnel and education support professionals in ACPS
2. Compensation [benefits]: Obtain a standard of compensation that includes step increases and market rate adjustments every year
3. Healthcare: Advocate for better and more comprehensive healthcare options for all employees

4. Membership: Grow, retain, and engage the general membership of the EAA
 - Strive for at least 70% membership at each work location
 - Create more opportunities for member involvement and encourage participation in the association
5. Respect: Develop and promote the prestige and value of all educational professionals in Alexandria (should include the public and supervisors)
6. Communication: Improve communication to both members and the public to include best practices for representing the union.