



*57th Annual Convention
AFT Massachusetts, AFT, AFL-CIO*

Proposed Resolution

Saturday, May 3, 2025
IBEW Local 103
Dorchester, MA

Resolution In Support of a Strategic Plan for the American Federation of Teachers Massachusetts Labor Organization

- PURPOSE:** To develop a strategic plan and vision that will provide a clear and effective roadmap for the organization's future success.
- WHEREAS:** the American Federation of Teachers Massachusetts is committed to fulfilling its mission of effectively representing, servicing, and organizing our membership by continuing to be a leader in public education and in our labor movement;
- WHEREAS:** the AFT Massachusetts Leadership Team, Staff, and Executive Board have engaged in an in-depth, comprehensive process to facilitate the development of a strategic plan that is equipped to handle present and future challenges;
- WHEREAS:** over the course of several months, this process involved all-day retreats, along with a thorough review of our mission, our goals, our vision, and an analysis of how best to continue our work in the communities we serve while strengthening our ability to collaborate with our allies and engage political stakeholders on shared issues and priorities;
- WHEREAS:** this process has resulted in the development of an AFT Massachusetts Strategic Plan to lead us into the 2026 midterm elections and beyond that will outline our organization's strategic goals, objectives, and a framework for achieving its mission while identifying ways to further strengthen our organizational capacity and position us to take on these challenges together;
- WHEREAS:** active engagement with our locals is critical in our work to offer them support and guidance they need to thrive and remain robust in what is a truly uncertain and hostile climate for public education and the labor movement due to attacks from the federal government, it is important to have our elected convention delegates affirm the first Strategic Plan of the AFT Massachusetts and the agenda of our organization as we embark on the important work of building power within our unions; and
- WHEREAS:** as our plan develops and establishes key benchmarks and goals for us to prioritize, having a deeper understanding of our communities, our locals, and our legislative and electoral agenda as well as how we build power, will greatly enhance the development of said plan and our collective work at the local, state and national levels of trade unionism;
- RESOLVE:** **now, therefore, be it resolved,** that the AFT Massachusetts Executive Board adopts the AFT Massachusetts Strategic Plan for 2025-2026 as the official strategic direction for the organization.
- RESOLVE:** **be it further resolved,** that the AFT Massachusetts Convention Delegation is authorized to allocate the necessary resources, including financial, human, and technological, to implement the strategies outlined as we continue to develop the AFT Massachusetts Strategic Plan.

RESOLVE: **be it further resolved**, that President Tang and Secretary-Treasurer Duncan are directed to provide regular progress reports to the AFT Massachusetts Executive Board on the implementation of the AFT Massachusetts Strategic Plan.

RESOLVE: **be it further resolved**, that the AFT Massachusetts Strategic Plan will be reviewed and evaluated annually to ensure its continued relevance and effectiveness.

(For discussion and vote at the AFT Massachusetts Annual Convention, May 3, 2025)

REVISION OR COMMENTS

ADOPTED _____

DEFEATED _____

TABLED _____