



**2021 Washington Education Association  
Mission, Vision and Values**  
(adopted by the 2021 WEA Representative Assembly)

The Washington Education Association is a union that elevates the collective voice of professional public school educators to best serve the students of Washington state.

**Mission:** To advocate for excellence, inclusion and a racially equitable public school system for all students, staff, and communities.

**Vision:** Outstanding public schools for every student in Washington state.

**Values:**

**Unionism:** Collective action and solidarity improve both the professional status of our members and the quality of public education.

**Racial Justice:** Systematic treatment that results in equitable opportunities and outcomes for people of all races while eliminating/rejecting the behaviors and practices of White Supremacy Culture.

**Social Justice:** The disruption and elimination of social systems that maintain advantages and disadvantages based on social group membership in order to create and sustain opportunities and outcomes rooted in equity.

**Student success:** All students have the human and civil right to quality public education that develops their character and potential.

**Professionalism:** The expertise and judgment of educational professionals are critical to student success. We expect the status, compensation, and respect due all professionals.

**Dignity:** All individuals are deserving of universal human rights and respect.

**Engagement:** Partnerships with students, families, communities, and other stakeholders are essential to quality public education and student success.

**Democracy:** A healthy democracy depends on an educated population where public schools play a critical civil rights role and operate as a pathway to opportunities for all.