



LOS ANGELES
EDUCATION
PARTNERSHIP

Strategic Plan

2023-2025

Moving Beyond

Transformation:

Uniting for Liberation, from Diapers to Diplomas



Theory of Change

LAEP's contributions to educational systems change come through our work on the ground with children ages 0-18, their families, and educators.

Bringing in our lived experiences and cultural humility, we cultivate liberating ways of educating, learning, and interacting in individual communities that collectively shape how the whole education system operates.

As we approach systems change from the ground up, we also rely on partners to target systems change from other angles (e.g., policy change) and address interrelated challenges and oppressions that families face both within and beyond the educational sphere (e.g., housing, food insecurity).

LAEP'S FOUNDATION

Mission: Los Angeles Education Partnership (LAEP) is a nonprofit organization that advances educational equity. Together with families, schools and the community, LAEP facilitates access to and opportunities for quality educational and wellness practices so that children thrive from diapers to diplomas.

Values: Equity, Equality, Access, Opportunity, Empowerment, Community, Collaboration

Principles: Foster liberation | Always center the most under-resourced and marginalized children, families, and communities | Cultural Humility | Asset-Based

Theory of Change (Continued)

Children of every age, race, gender, socio-economic status, and ability are developmentally and academically prepared for success in school and in life



Empowered learning communities foster access, wellness, and liberation for all children, families, and communities



Systems changes are sustained and oppressive systems and inequities are being dismantled
Positive conditions are present for learning



Complementary partner-led outcomes:
- Enabling policy changes are sustained; community services are robust
- System: Policy & advocacy wins; complementary services are present

Educators: Equity and student needs are centered

Communities: Empowered community collaboration

Families: Families supported and empowered

Children: Increased educational access and inclusion



Build and nurture liberated educational communities

Strengthen educational access and quality of experiences



Strategic Plan 2023-2025

Notable Priorities & Features of New Strategic Plan

Explicit & intentional focus on Black & Indigenous students, families, and communities

We will expand our work with Black and Indigenous communities, while continuing to deepen and strengthen our existing work with primarily Latinx communities.

Program expansion & integration from diapers to diplomas

We will expand programmatically within existing and new regions. We will also increase integration and collaboration between LAEP programs to enhance the holistic support families receive, remove barriers, & support our liberatory diapers to diplomas vision. This will require growth in our internal practices, systems, & structures.

Expand use of disaggregated, intersectional, and asset-based data and data analysis

We will use disaggregated data to improve our individualized and community-level interventions. We will take an asset-based approach wherever we can, which focuses on the assets students/ families/communities bring, rather than on their deficits.

Strive towards liberation

Building on our long history of being leaders in the field with regards to equity, we will lean into using the terminology and concepts of liberation, liberatory practices, & liberatory education. We will work to define, understand, & put these terms into practice throughout our programs and internally within our staff and board.

Focus on overall financial health

We will focus on strengthening our organization's financial health by developing greater understanding of our revenue flow and building out our full business model.

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Strategy Map

VISION FOR IMPACT

Children of every age, race, gender, socio-economic status, and ability are developmentally and academically prepared for success in school and in life

IMPACT

Positive Conditions Present for Learning

Increase community wellbeing & engagement to increase academic achievement & social emotional well-being for students

Systems Changes Sustained

Collaborate to build and enshrine lasting system changes that support student outcomes

PROGRAMS

Build and nurture liberated educational communities

Support the capacity of educators and parents to best serve the whole child/family/community in all communities LAEP is serving

Strengthen educational access and quality of experiences

Improve educational outcomes for students from marginalized backgrounds

CAPABILITIES

Values-Based Culture

Invest in LAEP staff well-being and strengthen an internal culture that is guided by our values & equity & liberatory best practices

Infrastructure & Integration

Build the infrastructure to be more data-driven, effective, efficient, connected, & intersectional

Equitable Program Growth

Engage in intentional & equitable program growth

Financial Health & Sustainability

Increase consistency & diversity of funds to support the sustainability of operations & enable program growth

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Strategic Goals 2023-2025

IMPACT

POSITIVE CONDITIONS PRESENT FOR LEARNING

- Strengthen climates of connectedness, belonging, respect, & equity
- Increase community engagement and collaboration in LAEP geographies

SYSTEMS CHANGE SUSTAINED

- Support the case for expansion/increased funding of the full spectrum of services
- Strengthen partnerships with policy & advocacy organizations
- Increase application of equity, liberatory, & participatory best practices

PROGRAMS

BUILD & NURTURE LIBERATED EDUCATIONAL COMMUNITIES

- Ensure that wellness & equity are priorities
- Continue to learn from & expand effective participatory & liberatory practices for engaging diverse community voices & building community power
- Increase integration of LAEP's programs with one another
- Support families to be integrated into their child's educational team
- Expand programming to support Early Childhood Education workforce pipeline, quality, & sustainability

STRENGTHEN EDUCATIONAL ACCESS AND QUALITY OF EXPERIENCES

- Use disaggregated data to improve our individualized & community-level interventions
- Grow understanding of the needs of LAEP's target student populations Strengthen LAEP's existing work to better promote liberation for students & families
- Increase strategic community partnerships

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Strategic Goals 2023-2025 (Continued)

CAPABILITIES

VALUES-BASED CULTURE

- Build shared definitions & commitments among staff & board
- Support LAEP staff wellbeing & retention
- Leverage internal communications to promote transparency, accountability, & staff engagement

INFRASTRUCTURE & INTEGRATION

- Build the systems, capabilities, & capacity to increase the frequency, detail, centralization, & application of data & evaluation in LAEP's programs
- Assess & build the technological infrastructure & people structures/systems needed
- Strengthen internal skills, opportunities, & systems
- Strengthen communications & branding capabilities

EQUITABLE PROGRAM GROWTH

- Expand regionally
- Expand programs in districts/LDs/school communities with high percentage of Black & Indigenous students
- Build out the full complement of our services
- Strengthen LAEP's positioning as the go-to source on educational equity, liberatory practices, and intersectionality

FINANCIAL HEALTH & SUSTAINABILITY

- Increase multi-year contracts year over year
- Build out full complement of LAEP financial business model
- Triple individual donor base year over year



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