

Transforming Schools to Revolutionize School Systems **Our 2025-2030 Strategic Plan**





Dear Partnership Community,

Public education has always held the promise of possibility—a place where dreams can take root, where every child has a chance to discover their brilliance and chart their own path. Yet for far too long, systemic inequities have placed unjust barriers in the way of that promise, especially for Black and Latinx students in historically under-resourced communities.

We see these disparities clearly. But we also see something else—something powerful. We see the limitless potential of our students. We see what’s possible when schools are places of joy, belonging, and academic excellence. We see transformation when student voices are honored, when communities are engaged, and when equity is not just a value but a daily practice.

At the Partnership for Los Angeles Schools, we believe the time to act boldly is now. We are reimagining what public education can be—not just for some, but for all. Our vision for 2040 is ambitious and unapologetically hopeful: Every Partnership student thriving in schools that nurture their confidence, amplify their identity, and prepare them to lead lives of purpose and possibility.

This future demands deep, lasting investments in culturally responsive teaching, high-quality instruction, and school communities that truly see and support every student. It demands courage, collaboration, and an unwavering belief in what’s possible when we work together.

With the strength of our educators, the dedication of our families, and the support of partners like you, we are not just dreaming of a better future—we are building it. And every step forward is powered by our shared commitment to equity, excellence, and hope.

With gratitude and determination,

Guadalupe Guerrero, CEO



MISSION

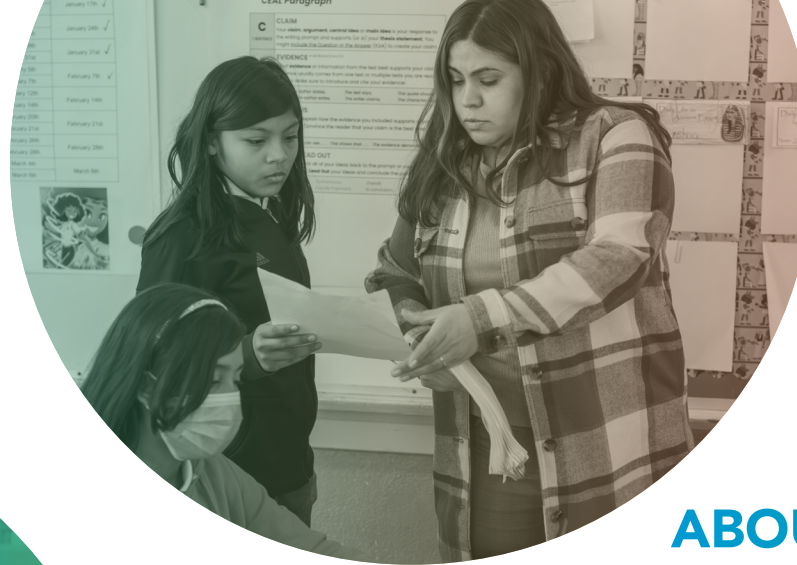
Our mission is to transform schools to revolutionize school systems, empowering all students with a high-quality education.

VISION

By 2040, all Partnership students will thrive in schools that cultivate joy and build their confidence, knowledge, and skills that open pathways to sustained personal and professional success.

COMMITMENT TO EQUITY

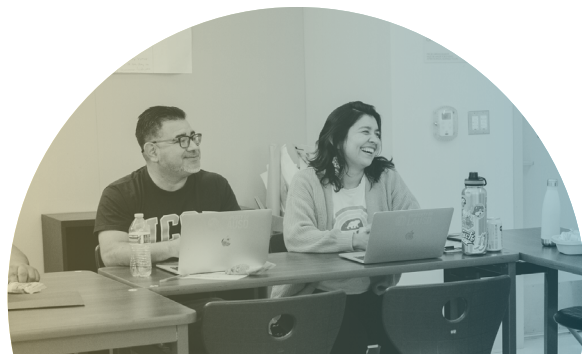
Breaking barriers, expanding opportunity, and advancing equity and belonging, specifically for Black, Latinx, and emergent bilingual students



ABOUT THE PARTNERSHIP FOR LOS ANGELES SCHOOLS

Founded in 2007, the Partnership for Los Angeles Schools is one of the largest, in-district public school transformation organizations in the country. We are an independent nonprofit working within the Los Angeles Unified School District (LAUSD) to model sustainable and scalable solutions to dramatically improve outcomes for all students.

We manage 20 of the highest-need schools in LAUSD, all of them in Boyle Heights, South LA, and Watts through a one-of-a-kind memorandum of understanding. Unlike charter schools, the Partnership operates under the same conditions as LAUSD and other public school districts and adheres to all district collective bargaining agreements.





OUR IMPACT



13.5K students
enrolled, primarily
Latinx & Black



**200+ teacher
leaders
developed**



**300+ community
and advocacy
partners
mobilized**



**10K parents
and families
empowered**



\$201M raised
and invested
in traditional
public schools
in Los Angeles
since 2007



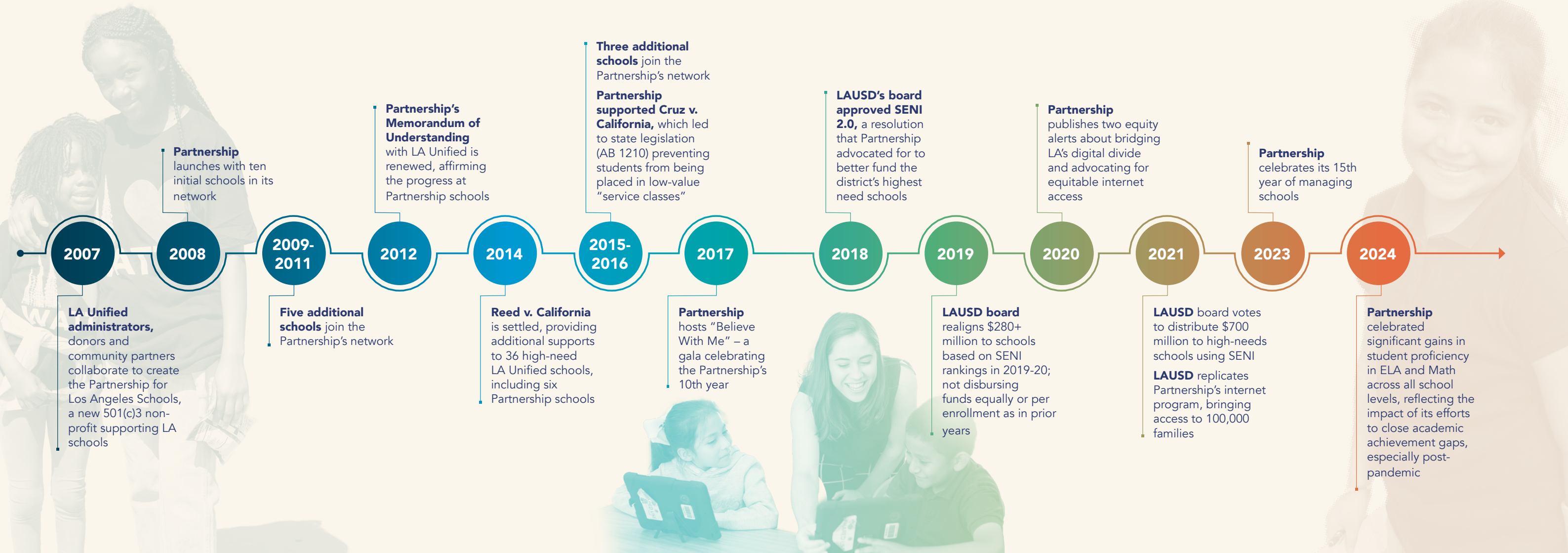
**92% graduation
rate in 2024,**
up from 36% in 2008



67% of graduates
were A-G eligible
in 2024 (all-time
high); 86% of seniors
reported post-
secondary plans



**Partnership
schools
outperform** our
closest LAUSD peer
groups in math
and ELA



2007

LA Unified administrators, donors and community partners collaborate to create the Partnership for Los Angeles Schools, a new 501(c)3 non-profit supporting LA schools

2008

Partnership launches with ten initial schools in its network

2009-2011

Five additional schools join the Partnership's network

2012

Partnership's Memorandum of Understanding with LA Unified is renewed, affirming the progress at Partnership schools

2014

Reed v. California is settled, providing additional supports to 36 high-need LA Unified schools, including six Partnership schools

2015-2016

Three additional schools join the Partnership's network

Partnership supported Cruz v. California, which led to state legislation (AB 1210) preventing students from being placed in low-value "service classes"

2017

Partnership hosts "Believe With Me" – a gala celebrating the Partnership's 10th year

2018

LAUSD's board approved SENI 2.0, a resolution that Partnership advocated for to better fund the district's highest need schools

2019

LAUSD board realigns \$280+ million to schools based on SENI rankings in 2019-20; not disbursing funds equally or per enrollment as in prior years

2020

Partnership publishes two equity alerts about bridging LA's digital divide and advocating for equitable internet access

2021

LAUSD board votes to distribute \$700 million to high-needs schools using SENI
LAUSD replicates Partnership's internet program, bringing access to 100,000 families

2023

Partnership celebrates its 15th year of managing schools

2024

Partnership celebrated significant gains in student proficiency in ELA and Math across all school levels, reflecting the impact of its efforts to close academic achievement gaps, especially post-pandemic

2025-2030 Strategic Plan

For more than 15 years, the Partnership for Los Angeles Schools has worked from within the system to improve outcomes for students in Boyle Heights, South LA, and Watts. Our last strategic plan helped stabilize schools, strengthen instruction, and build momentum for deeper change. This new plan builds on that foundation with a sharper focus on accelerating learning, supporting great teaching, and removing systemic barriers. It reflects what we've learned—and what we believe it will take to deliver lasting impact for the communities we serve.

Five-Year Intended Impact

The Partnership **will inspire, develop and retain transformative K-12 educators** and **inform, influence and advocate** for changes to policy and practice that accelerates the success of Black and Latinx students in Los Angeles to **ensure students in Partnership schools experience daily learning** that is tailored to meet their academic and social emotional learning needs.

STRATEGIC PLAN PRIORITIES

Our new strategic plan was shaped through a deeply collaborative process involving three committees composed of Partnership team members and school staff, executive leaders, and board members. In addition, voices from across our community—including LAUSD leaders, school staff, families, students, and external partners—were gathered through interviews, focus groups, and surveys to ensure a broad range of perspectives informed our path forward. To that end, our strategic plan focuses on three key priorities:

ONE

**Build capacity
of leaders** to create thriving teams, inclusive cultures, high-quality instruction and learning experiences

TWO

Hire, develop and retain an **exceptional teaching force** with an emphasis on math and ELA

THREE

**Inform, influence
and advocate** for policies and practices that accelerate school and system transformation



PRIORITY ONE

Build capacity of leaders to create thriving teams, inclusive cultures, high-quality instruction and learning experiences

We **strengthen school leadership** and **foster inclusive and joyful school environments** that **center the student experience**. Our strategies for this priority include:

- Creating an evidence-based and shared vision for “transformative” principals and assistant principals, that includes common language, defined competencies, daily practices and look-fors
- Building a comprehensive system of adult learning for principals and assistant principals that focuses on organizational, instructional and school culture leadership
- Facilitating continuous improvement cycles at the school level focused on a small number of priority goals
- Supporting principals to develop and implement differentiated school improvement plans for Partnership schools including for Black and emergent bilingual students with additional differentiation for priority schools
- Evaluating and enhancing the comprehensive value offered to principals and assistant principals addressing both professional and personal aspects of their experience in a Partnership school, in order to increase retention.

Aleta Williams, principal of 107th Street Elementary & STEAM Magnet, has worked in LAUSD for over 20 years and values the support she receives as part of the Partnership for Los Angeles Schools. She appreciates the ability to call on Partnership leaders to remove barriers and solve problems, a level of support she hadn’t experienced before. The Partnership provides resources for both urgent needs, such as family assistance during crises, and long-term school improvement efforts like capacity building, teacher recruitment, instruction improvements, and student engagement programs.

“ ” The Partnership is so embedded in who we are as a school culture and how we handle our day-to-day that it is sometimes hard to figure out where we end and where they begin.

—**Aleta Williams**
Principal
107th Street Elementary & STEAM Magnet



PRIORITY TWO

Hire, develop and retain an **exceptional teaching force** with an emphasis on math and ELA

We invest in math and ELA teachers by **prioritizing consistent professional development, enhancing instructional coaching, and fortifying the educator pipeline.** Our strategies for this priority include:

- Developing a shared vision and focus on daily student learning experiences that reflect a commitment to the mindsets, practices and systems that ensure individual student needs are identified and met
- Developing systems for recruiting, hiring and onboarding teachers that align with Partnership vision for transformative educators
- Developing comprehensive systems of adult learning for math and ELA teachers that include cycles of coaching, observation and feedback
- Curating and streamlining supplemental tools and resources teachers need in order to provide the desired daily learning experiences, especially for Black and Emergent Bilingual students
- Evaluating and enhancing the enabling conditions at schools that affect both professional and personal aspects of teacher experience, in order to increase retention

Partnership for Los Angeles Schools demonstrates its commitment to teacher development through its dedicated literacy and math coaches, who work directly with teachers to improve instruction and student outcomes. Unlike many school districts that use generalist coaches, the Partnership employs subject-specific coaches who spend 90% of their time supporting teachers. Their tailored approach meets the diverse needs of educators, from hands-on co-teaching for new teachers to strategic coaching for experienced ones. Beyond their instructional role, these coaches enhance school culture by leading initiatives like book clubs, professional development, and community-building events.



The opportunity to have someone tailor your lessons to meet each student's interests, needs, and strengths for you is huge and can help you elevate your career."

—Nychelle Toussaint
Senior Director of School Transformation
Partnership for Los Angeles Schools



PRIORITY THREE

Inform, influence and advocate for policies and practices that accelerate school and system transformation

We advocate for policies that **differentiate hiring, expand access for Black and emergent bilingual students**, and **protect the investment of resources**.

Our strategies for this priority include:

- Advocating for policies and practices that remove barriers to recruiting, developing and retaining “transformative” educators; ensuring Black students and emergent bilingual learners thrive; and protecting equitable funding allocations
- Amplifying innovations by codifying and sharing Partnership learnings and promising practices with LAUSD and the broader field (particularly in math and ELA)
- Engaging and mobilizing community partners, families, students and educators to drive systems change
- Translating policy changes to meaningful changes in practice at the school level
- Creating shared ownership with District leaders for accelerated results in Partnership schools

For 15 years, the Partnership for Los Angeles Schools has **championed equity** in education, particularly in under-resourced Black and Latinx communities. A key priority has been protecting the Student Equity Needs Index (SENI), which ensures LAUSD schools receive funding based on need. Since joining the Equity Alliance for LA's Kids in 2018, the Partnership has successfully advocated for increased funding, leading to a \$700 million investment in 2021. SENI funding has enabled schools to hire additional staff, provide mental health services, and support community engagement efforts.



We support SENI because it affirms our belief that every student, regardless of race, income, or ability, deserves a quality education that sees their full potential, invests in their needs, and reminds them to dream big.

—Deycy Hernandez

Chief External Officer
Partnership for Los Angeles Schools

Measures of Success

Inspire, develop and retain transformative K-12 educators

Leadership

A transformative principal and, assistant principal in every Partnership school

Transformative School Cultures

Principals and assistant principals drive school transformation via coherent instructional programming, inclusive culture, family empowerment and college/career readiness supports

Instruction

A transformative educator in every literacy and math classroom

Instruction

Each literacy and math teacher, on average, contributes at least one year of academic growth each school year

Ensure students in Partnership schools experience daily learning that is tailored to meet their academic and social emotional learning needs

Student Agency

will increase to at least 75% as measured by the Student Experience Survey growth in self-efficacy, growth mindset, self-awareness, self-management, and future orientation

Grade-Level Proficiency

50% of students, including Black and emergent bilingual learners, meet grade level standards in literacy and math

Student Growth

75% of students, including 75% of Black and emergent bilingual learners, meet Distance from Standard (DFS) cohort growth targets each year

School Growth

100% of Partnership schools make annual progress that meets or exceeds the average growth of peer LAUSD schools

Inform, influence and advocate for changes to policy and practice that accelerate the success of Black and Latinx students in LA

Policy Wins

Five policy campaign wins and/or joint system change initiatives with LAUSD in priority areas including:

Securing

differentiated hiring and staffing at highest need schools

Protecting

equitable funding allocations and ensuring schools are strategically investing existing funds that yield results

Removing

barriers to access and success for Black and emergent bilingual students

OUR SINCEREST GRATITUDE

to our generous donors, whose steadfast belief in our mission allows us to continue to fight for equitable educational opportunities and outcomes.

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PARTNERSHIP

FOR LOS ANGELES SCHOOLS

We transform schools to revolutionize school systems, empowering all students with a high-quality education.

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