

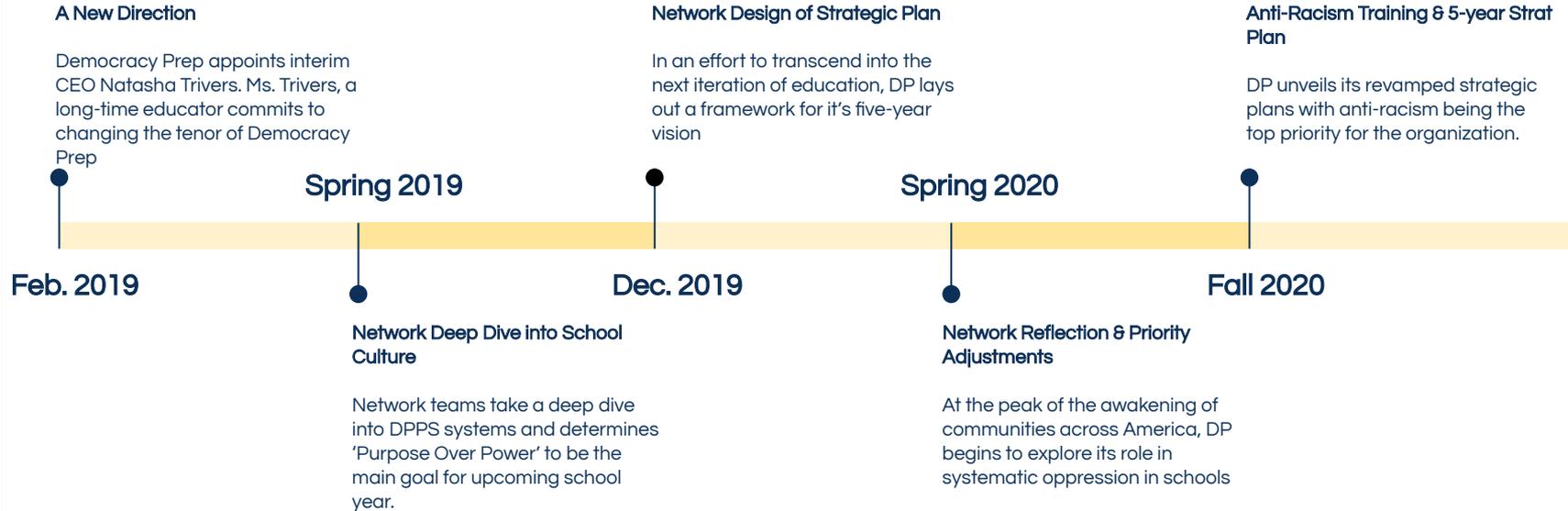


DEMOCRACY PREP

AT THE AGASSI CAMPUS

Work Hard. Go to College. Change the World!

Timeline of our Work



Deep Dive into School Culture

Fall 2018 & Spring 2019

Democracy Prep at the Agassi Campus

Exploring Challenges

School Reviews

DP's office of the Superintendent reviewed results from School Reviews from across the network and determined suspension rates were significantly higher than they expected. Team worked to determine causes for higher rates

Connection

Team looked at correlations between suspensions and academic performance and determined the way we were administering our discipline systems were incongruent with our long-term goals: high academic achievement

System Change

As a result of talking to stakeholders, our Office of the Superintendent determined some staff and scholars were unclear about the WHY behind some of our expectations, which led us to move towards adopting 'Purpose Over Power' as part of our Culture priority in the Strategic Plan



Network Strategic Plan

Democracy Prep at the Agassi Campus

Moving Forward

STRATEGIC PLAN

2020-2025

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Reflection & Prioritization

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An Awakening



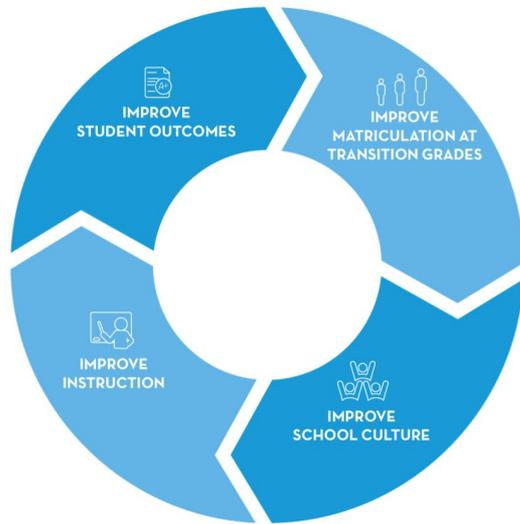
Action & Path Forward

Democracy Prep at the Agassi Campus

Looking to the Future

▶ OUR PLAN: REACHING OUR GOALS

To reach our goals, we have developed an ambitious 2025 Strategic Plan. The initiatives laid out in our plan aim to create a virtuous cycle:



STRATEGIC PRIORITIES

In light of our aspirations and our current state, we will focus on six strategic priorities for the next five years:

- 1 Antiracism
- 2 Curriculum
- 3 Instructional Systems
- 4 Culture
- 5 Talent
- 6 Sustainability

Antiracism

Become an antiracist organization which, involving families, scholars, educators, and alumni, will continually evaluate all systems, practices, pedagogy, curricula, and policies through an antiracist and diversity, equity, and inclusion lens and will take decisive antiracist action daily.

WE WILL:

- Draft an Antiracism Manual which outlines our philosophy around antiracism, shared vision and vocabulary for antiracism, and how we develop policies and practices through an antiracism lens.
- Vet, source, and implement an antiracism training program for all DPPS employees.
- Implement an Advisory Board for the DPPS National Board which will be composed of at least 60% Democracy Prep alumni.
- Design antiracist curriculum for all content areas that includes more diverse text and writers of color and that is purposefully connected to civics and social justice
- Create and support a robust Family Leadership Council, with a clearly-outlined role, that gives authentic feedback on school practices and decision-making.
- Invest resources in training school leaders and teacher leaders in restorative practices, with an eye on meaningful integration with discipline practices.
- Launch specific support collective for school leaders of color (management group) and teachers of color (mentoring).





Current Results

Plans

Strategic plan has shifted to make Anti-racism the top priority for the network for the next five years

Boards

DPPS boards have diversified & Alumni advisory Board is now active. DPAC is most diverse Board in network

Training

Each DPPS school & Board has undergone DEI & Anti-racist training in Fall of 2020

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