

The “Dream CEO” Discussion:
Lead By: Tyler Bell, Board Chair

Prompt #1: Where do we wanna be 5 years from..

Imagine looking at a desk calendar flipping from now to Feb 24, 2027. Look up from your desk and you are at an award ceremony and the presenter states that the awardee has overcome insurmountable odds and achieved high student academic ratings....Award goes to Equitas...

Presenter lists the accomplishments that made us deserve the award

What have we accomplished in this vision?:

- Catie: Network Expansion, employee, parent and scholar culture rooted in trust and belonging. Launch rate of scholars to colleges of their choice is off the charts.
- Alyssa: Agrees with Catie. Equitas is a transforming force within the Pico Union community and is expanding wider. The whole community is positively impacted.
- Deepa: First graduating class graduating college and returning to the community to have an impact.
- Catie: Scholars as Alumni coming back and buying homes in the neighborhood.
- Tyler: Equitas has set up a co-op and lending program set up for alumni to purchase homes in the neighborhood at low interest, leading the way in web 3 development. The org has empowered teachers and staff to be on path to financial wellness and freedom, and we are a replicable model.

Questions:

Javier (Guest): What challenges do you anticipate in the coming months with the CEO transition.

Prompt #2: President giving the award says that a group came together 5 years ago to make a plan. What did the org do?

- Brittany: The org prioritizes equity that exists in all spaces. Clearly defined what equity is and created benchmarks.
- Lowry: Being a model of what's possible in education. Connection outside of the school into the larger Education world to see what is possible. Making sure that this is fulfilling, exciting and sustainable work for employees. That we continue to push ourselves in a growth mindset.
- Carla: Schools with unique identities all united by Academic excellence. Some schools specialize in tech, etc. Each speciality is a response to the needs of Pico Union.
- Slav: It stands out that trends continue to change over the last few years. What will prepare our scholars for the future for our scholars to be able to come back to the

community. A leader that understands the change trends. Listening to staff and scholars but also has foresight to see what we should be as a charter school in 5 years. It takes a special person to blend community and overall trends to help that become a reality.

Prompt #3: As you see tech being used and when you see tech being used and hear employees talking about how it feels to work in Equitas 2027, What are they saying?

Directed at the IT Team:

- Open lines of communication and professional development that expands outside of Equitas.
- Ability to feel like ideas are heard and appreciated and implemented. A real sense of ownership in where we are going as a Network. Hopefully this will be a throughline from now to 5 years from now. Voices are being heard. An ongoing feedback loop that feels like we are growing together
- LeRhonda: An organization where a sense of belonging is felt.
- Dakota: That we have a really good answer to the question 'how did we grow and keep community at the center?' Although we have to meet standards we also define success ourselves without being overcome with external pressures.
- Slav: We used to compete exclusively with other schools but we begin envisioning what we are creating that makes us competitive with other large companies not in education.
- Prabhu: Staff says Equitas is an excellent place to work and we feel successful at our jobs and we have opportunities to grow in our competencies and in whatever ways that we desire. The type of place that we want to recommend for others to join.
- Maggie: How do you create housing opportunities for staff to live in the community. How would you feel empowered to create a new how? How do we have a transformative transformational model? How do we incorporate the new century in the teaching model aware of how quickly our kids have access to information. How do we make the school the hub of the community?
- Junior: Through Covid and remote learning there has been a greater connection through tech with families. We should be an org that lifts our community.
- Carla: Someone at this org cares about my professional growth. Our Percentage is above the national average.
- LeRhonda: Can we be an org that builds strong and fast but moves slow at the same time so that you do not lose the ability to respond to felt needs?