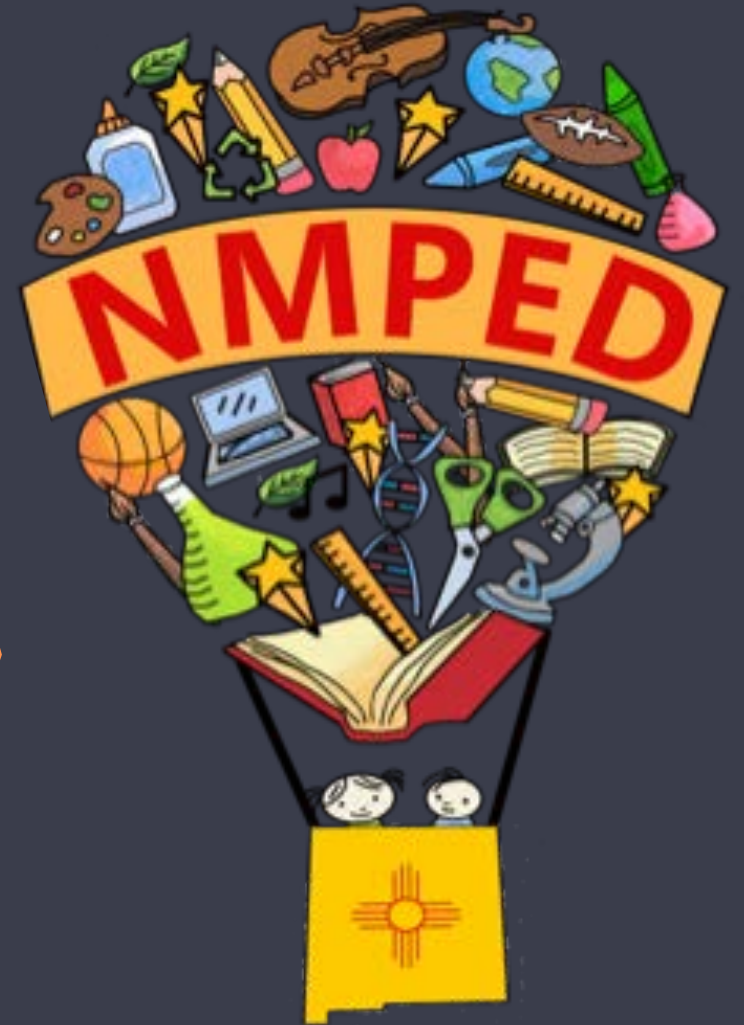


Equity Council Statewide Meeting

May 2020

Investing for tomorrow, delivering today.



Welcome!



Meet the team



Kara Bobroff
Navajo/Lakota
Deputy Secretary of Identity, Equity and Transformation
Acting Assistant Secretary of Indian Education
New Mexico Public Education Department



Landon Mascareñaz, Ed.LD.
Vice President, Community Partnership
Colorado Education Initiative



Julia Rosa Emslie
Project Consultant



Mayra A. Valtierrez
Director of Language and Culture / Hispanic Education Liaison
New Mexico Public Education Department



Everette W. Hill, MA
Principal & Managing Director
Social Innovation Strategies Group, LLC

Our Agenda

Time	Session	Speaker
5 min	Welcome and Set-Up	Deputy Secretary Bobbroff
15 min	Re-Grounding: Our Essential Questions	Landon
20 min	Equity Skills Building: Membership	You!
5 min	BREAK!	
30 min	Equity Systems Learning	Landon
10 min	Equity in Action	Mayra
5 min	Closing	Deputy Secretary Bobbroff

Proposed Norms

- **Stay engaged**
- **Speak your truth**
- **Experience discomfort**
- **Expect and accept non-closure**
- **Isolate race, intersect -isms**

*Adapted from Glen Singleton's Courageous Conversations
about Race in Education*

Equity Council Launch Arc 2020



Our Essential Questions: Establish Phase

Question 1: How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?

Question 2: How do we establish an equity council that is set up to succeed in advising the district or charter school on budget, services, and programs?

Question 3: How do we establish an equity council that moves the district or charter school beyond compliance to commitment?

Question 4: How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?

Reflect: Essential Questions

Where are you doing well with your EC?

Which do you need the most support in?

Question 1: How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?

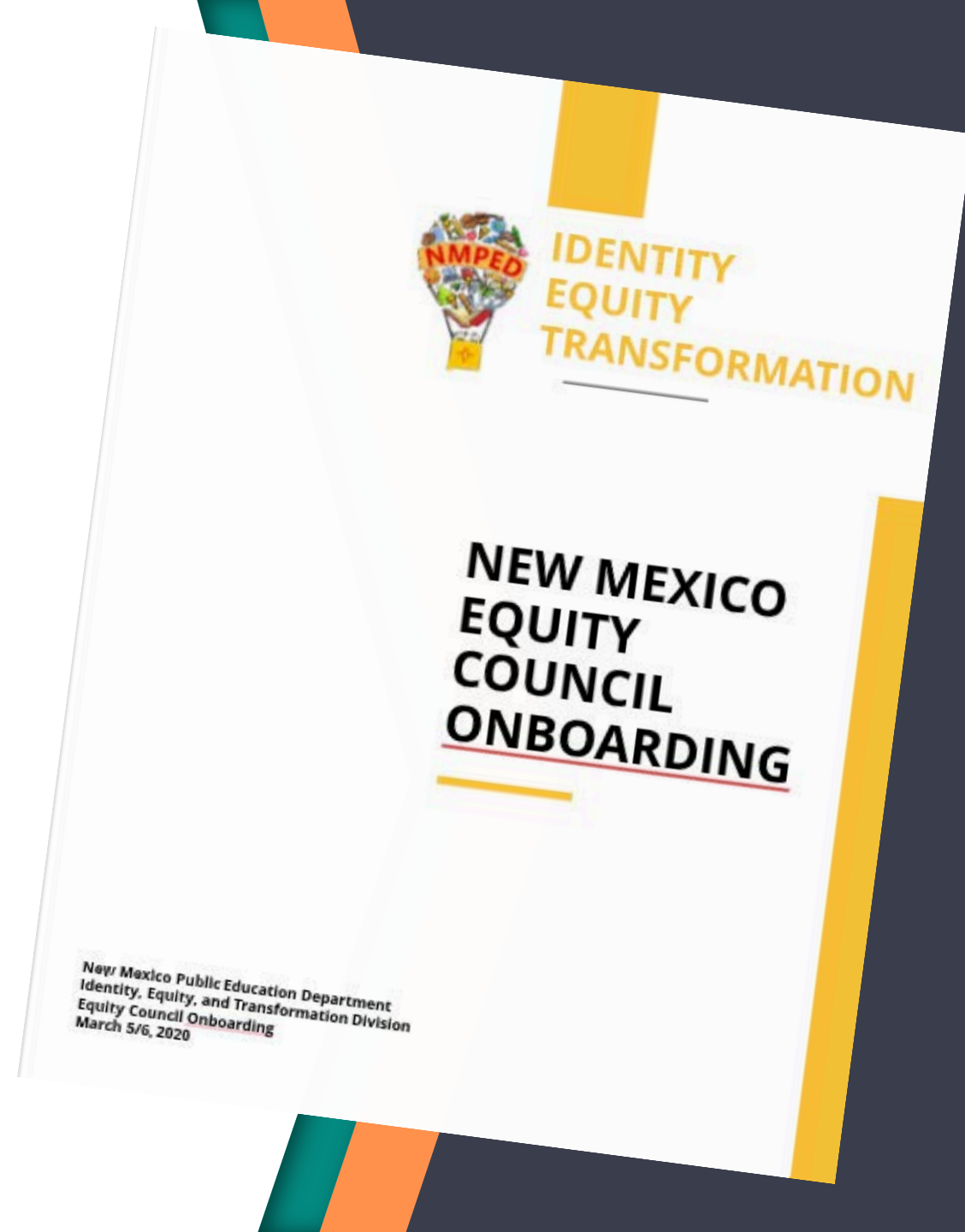
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Question 4: How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?

Resources - Workbook

1. Draft Selection Rubric – Page 28
2. Draft Agenda – Page 29



- share with your equity council,
- ensure that relationships are built,
- reach a common definition of equity,
- prepare to engage in the Readiness Assessment process, and
- make informed advisements / recommendations to the superintendent, charter school executive director, school board, and governing board.

EC – Aspiration & Members

How are you building real capacity on your equity council?



Your Equity Council Aspiration



Revisit your aspiration...

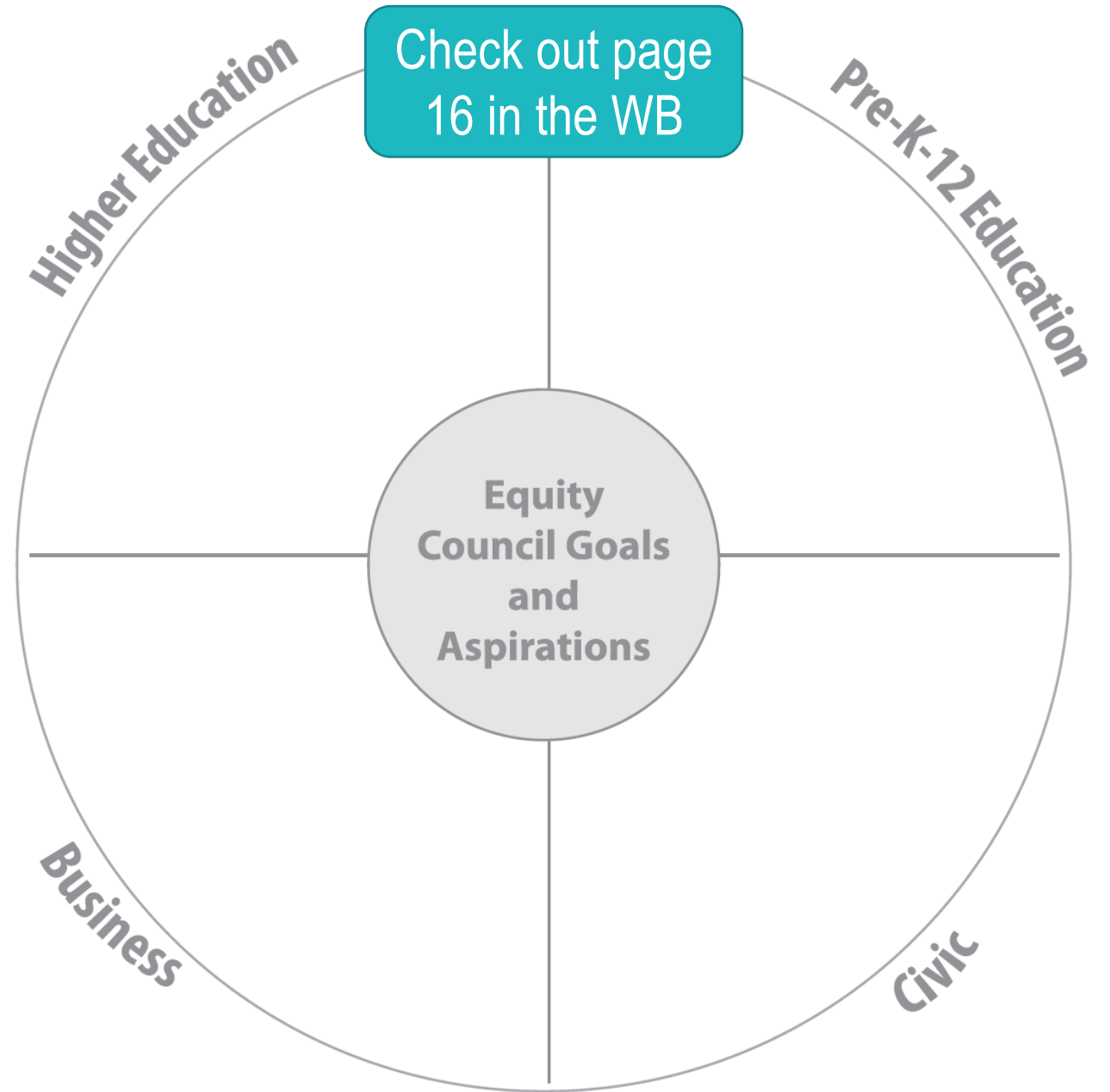
1 year from now, and your equity council is thriving, successful and creating real change in your community....even with all of this crisis.

What is your revised aspiration for the equity council to achieve this vision?

Remember: this should be a 1-2 sentence statement that can help guide you for the next year of your work.

Paste your revised aspiration into the chat box.

The circle to the right should help you make a list of who to prioritize.



EC – Current Status

Poll: Is your Equity Council currently in the early, developing or emerging stage?





Break!

Equity Systems Building

This is the work of transformation.

***And it is meant to be
deeply personal,
local, communal,
institutional, systemic
and intergenerational.***



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Centering Equity in Your Community

A soft reminder as we enter
a new week:

We (all of us) are currently going through a collective traumatic experience. Trauma is often thought of as "too much, too fast"... which is exactly what's happening.

Of course you're exhausted. Of course you're afraid. Of course you're overwhelmed. Of course you're clinging to certainty in the midst of so much unknown. Of course you aren't as productive, feeling foggy, or wondering how you can possibly go through so many waves of emotions all in the same day. This all makes so much sense in the context of our circumstances. Be gentle with yourself. Have compassion for your process. Give yourself grace. You are good, no matter how you are managing this completely new experience.

Lisa Olivera

What is the current equity story in this crisis in your community?

How are you creating space to tell and share this story?

How are you giving families and communities space and time to process?



Centering Equity in Your Community

- **What is the current equity story in this crisis in your community?**
- **How are you creating space to tell and share this story?**
- **How are you giving families and communities space and time to process?**

Equity In Action



Advisement Package: Optional-Due May 15th

Equity Councils may choose to use this simple advisement process to guide their work in producing and delivering advisements based on current district/charter policies, programs, and procedures, as well as the results of the Martinez and Yazzie Readiness Assessment.

STEP ONE	STEP TWO	STEP THREE	STEP FOUR	STEP FIVE
Research and review relevant information (Readiness Assessment (RA) + current district policies, programs, procedures, etc.)	Brainstorm ideas for advisements to Super, Execs, Boards based on step 1 research	Narrow and come to consensus Design official advisement document (one-pager or package)	Participate in budget + narratives design process	Participate in board meeting regarding budget

Advisement Package: Content

EQUITY COUNCIL MEMBERS RESPONSIBLE FOR THE DESIGN OF ADVISEMENT	
ADVISEMENT TITLE:	
WHAT IS THE PURPOSE OF THIS ADVISEMENT?	BUDGET IMPLICATIONS FOR DISTRICT/CHARTER
PROPOSED OUTCOME(S) OF THE ADVISEMENT	PERSONNEL IMPLICATIONS FOR DISTRICT/CHARTER
ALIGNMENT WITH READINESS ASSESSMENT RESULTS	HOW THE ADVISEMENT SHOULD BE IMPLEMENTED
ALIGNMENT WITH CURRENT DISTRICT/CHARTER POLICES, PROCEDURES, AND/OR PROGRAMS	A TIMELINE FOR IMPLEMENTATION OF THE ADVISEMENT
RESEARCH	HOW WILL THE EQUITY COUNCIL SUPPORT THIS ADVISEMENT?
DATA	ANY OTHER INFORMATION THAT RELATES TO THIS ADVISEMENT

Readiness Assessment: Due June 15th

The Martinez/Yazzie Readiness Assessment is meant to support Equity Councils and district and charter school leadership in having meaningful and productive conversations about current services and programs that impact at-risk students.

<p>Send out a copy of the Readiness Assessment so that each member can review before you come together as a group.</p> <p>May convert the Readiness Assessment into your own Google Form or SurveyMonkey that your council can take individually and then together.</p>	<p>Decide how you would like to take the Readiness Assessment:</p> <ul style="list-style-type: none">• Take the English Learner component in one meeting• Take the Native American student component in one meeting• Take the Students with Disabilities component in one meeting	<p>Combine two components based on your local context, time allotted for taking the readiness assessment, etc.</p>
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CLR Frameworks: Due July 31st

Adopt, create, or revise the school-level CLR framework integrating learnings from parents, families, Tribes, and community stakeholders.

Statewide Sessions on CLR Frameworks are Scheduled

Option 1 – Monday, May 18, 2020 @ 2pm

Option 2 – Tuesday, May 19, 2020 @ 2pm

Option 3 – Wednesday, May 20, 2020 @ 2pm

We are
here for
you.



Thank you for everything
you do.

