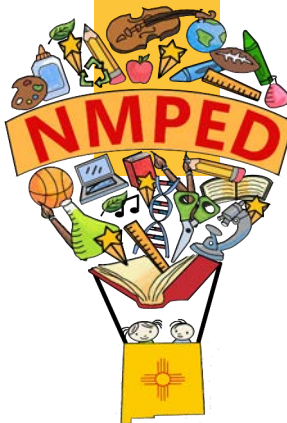


Statewide Equity Council Leads 2021

Welcome. We are so glad you are here.

*"Equity means that every child gets what he or she needs to succeed,
as opposed to everyone gets the same thing"*
–Alan Blankstein

Today's Agenda		
TIME	ITEM	DESCRIPTION
3:30 pm - 4:00 pm	Welcome and Building Background	Opening
		Equity Council Support Hub Concept
		Goals for the 2020-2021 School Year
		Equity in Action Step Back
4:00 pm - 4:30pm	Breakout Room Sessions	Breakout Room 1
		Breakout Room 2
4:30 pm - 5:00 pm	Vision & Reminders	Debrief
		Closing and Reminders



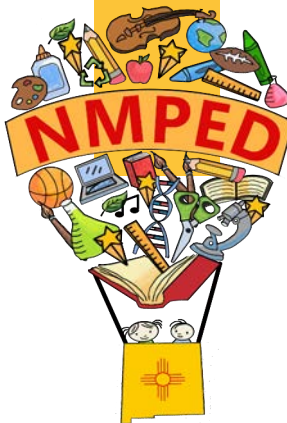
Statewide Equity Council Leads 2021

Hello

Welcome! We are so glad you are here.

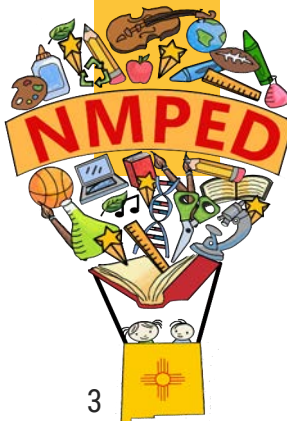
*Please ensure that your Zoom name is displayed as:
your first name + district/charter school/organization.*

Ex: Mayra NMPED, Marisa HPREC



VISION AND IMAGINING

*Look for a
sample
practice in
your
workbook.*

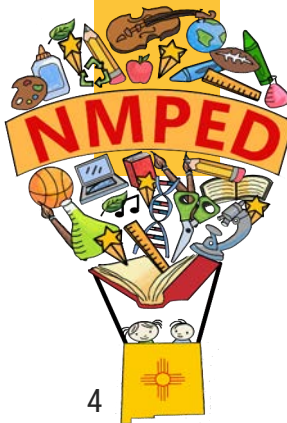


MEETING NORMS

*Look for the
norms in
your
workbook.*

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

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



ESSENTIAL QUESTIONS

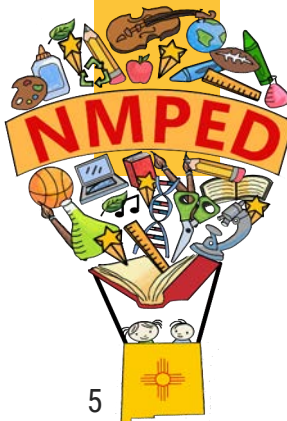
Look for the
Essential
Questions in
your
workbook.

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?*

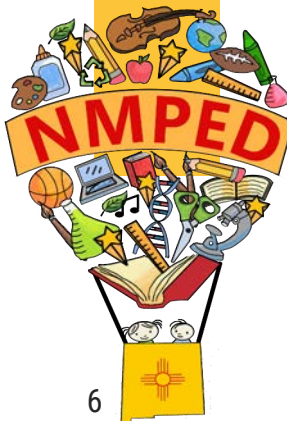
Question 4: *How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?*



*Look for the
Goals in your
workbook.*

OUR GOALS FOR 2021-2022

1. Establishing Relationships
2. Differentiated support for Equity Council Leads through the EC Support Hub
3. Centering equity in systems (e.g. policies, processes and programming)
4. Leveraging the equity in action items
5. Re-thinking and re-designing schooling during the expansion of in-person learning



THE EQUITY COUNCIL SUPPORT HUB

Equity Council Support Team

- Coordinates tasks, scheduling, meeting logistics, content development and statewide communications.
- Gathers and monitors progress, challenges and innovations.



Equity Facilitator

- Provides thought partnership and content expertise for building and learning across the state.
- Supports assigned group of districts and charter school Equity Council Leads.
- Provides the Equity Council Support Team feedback about progress, challenges and innovations that can be shared statewide.



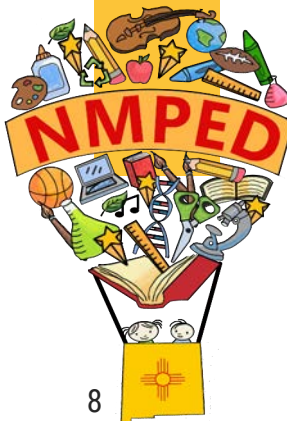
Equity Council Lead

- Participates in statewide meetings
- Meets with Equity Facilitator in between statewide meetings.
- Takes learning and information back to district/charter school leadership and local equity council
- Leads the work of centering equity and Equity In Action items.

Learn more about each consultant in your workbook.

EQUITY COUNCIL LEAD:

- Participates in statewide meetings.
- Meets with Equity Facilitator in between statewide meetings.
- Takes learning and information back to district/charter school leadership and local equity council.
- Leads the work of centering equity and Equity In Action items.



THE EQUITY FACILITATORS

*Learn more
about each
consultant in
your
workbook.*

Adrian Pedroza

Alan Brauer

Angelo Gonzales

Everette Hill

Hannah Peria

Ian Esquibel

Landon Mascareñaz

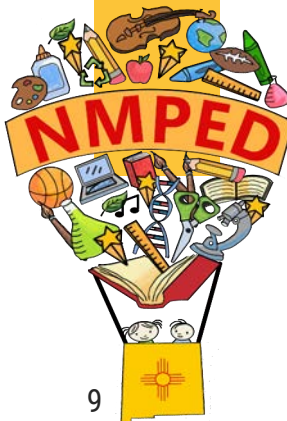
- Valeria Martinez & Marcus Bratton

Nayomi Valdez

Nichelle Gilbert

Sarah Silva

Tracey Cordero



RE-INSPIRE.
GET
GROUNDED.
TAKE IT TO
THE STREETS.

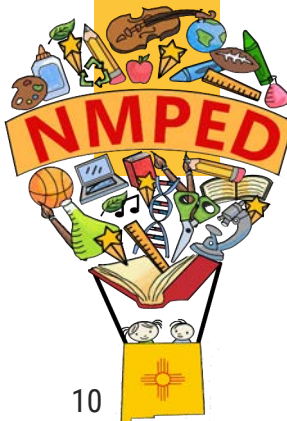
NEW MEXICO EQUITY COUNCILS YEAR 2

New Mexico Public Education Department
YEAR 2: January-June 2021

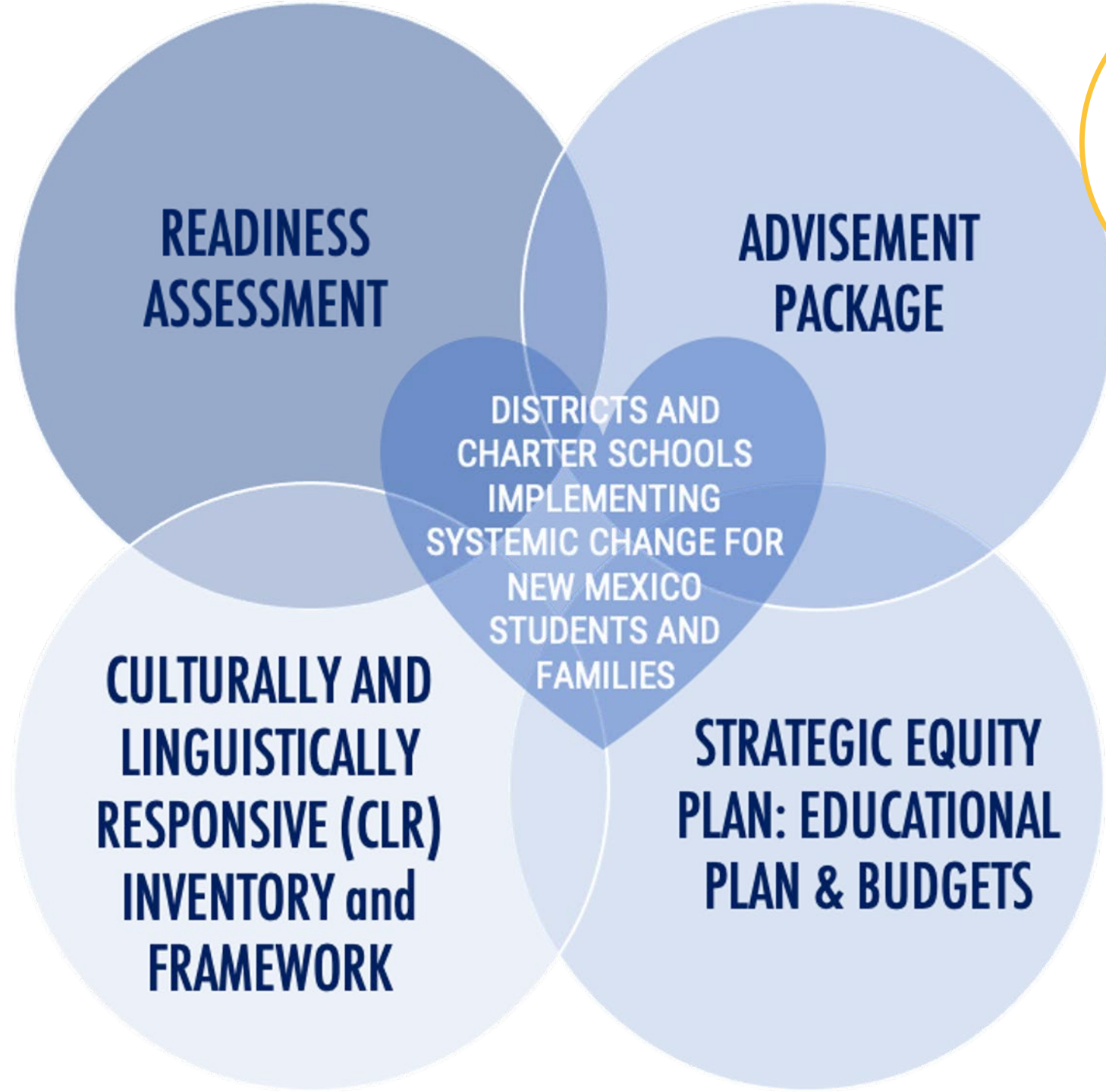


USING THE WORKBOOK

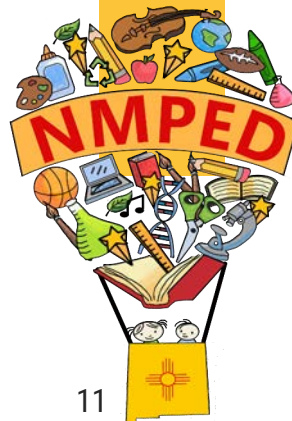
A TOOL FOR LEARNING AND PROCESSING



EQUITY IN ACTION



*Look for the
full graphic
in your
workbook.*



TIMELINE REMINDER



NMPED CLR FRAMEWORK ROADMAP	
All Students in New Mexico are engaged in a culturally and linguistically responsive education system that meets their social, emotional, and academic needs.	
IMPLEMENTATION CALENDAR 2019-2020	NMPED Equity Team
Q1 Districts and charter schools receive the Martinez and Yazzie consolidated annual assessment tool from the New Mexico Public Education Department (NMPED) regarding the culturally and linguistically responsive (CLR) framework and equity expectations for economically disadvantaged students, English learners, Native American students, and students with disabilities.	Completes the Martinez/Yazzie Readiness Assessment tool and designs a scorecard to track progress. Integrates Martinez/Yazzie into each bureau and division, doing the work of operationalizing the CLR framework. Ensures the NMPED includes CLR framework components in all aspects of reporting, and launch with early adopter schools.
Q2 The NMPED and the Identity, Equity, and Transformation (IET) team provide guidance on Martinez/Yazzie and the role of the equity councils.	Supports districts, charter schools, and schools through feedback in the NMPED, the New Mexico Vision, regional training, webinars, and guidance handbooks to ensure co-creation with parents, families, tribes and community stakeholders.
Q3 The NMPED ET team meets with school boards, charter school governing bodies, superintendents, charter school executive directors, and Tribal Department of Education Directors.	School Boards and Charter School Governing Bodies Continue to provide support and leadership for districts and charter schools.
Q4 Districts and charter schools establish equity councils by December 9-16, 2019.	District/Charter School Executive Director's Equity Councils Conduct a Martinez/Yazzie Readiness Assessment provided by the NMPED—with a focus on economically disadvantaged students, English learners, Native American students, and students with disabilities—to support schools.
Q1 2020 The NMPED ET offers training on identity and the CLR framework to NMPED staff, school boards, charter school governing bodies, superintendents, charter school executive directors, and Tribal Department of Education Directors.	Analyze the Martinez/Yazzie Readiness Assessment data at regional trainings hosted by the NMPED, and establish an equity plan.
Q2 2020 Equity councils complete the Martinez/Yazzie Readiness Assessment by February 1, 2020.	School-level CLR Frameworks Adapt, create, or revise the school-level CLR framework integrating learnings from parents, families, tribes, and community stakeholders.
Q3 2020 The NMPED ET provides regional training to equity councils with a primary focus on the Martinez/Yazzie Readiness Assessment and submitting an equity plan.	Submit and implement 90-day plans to the NMPED and use data from the New Mexico Vision to track annual progress with specific focus on economically disadvantaged students, English learners, Native American students, and students with disabilities.
Q4 2020 The NMPED ET hosts round tables for school boards, charter school governing bodies, superintendents, charter school executive directors, and Tribal Department of Education Directors.	Engage teachers and the school community to implement the school-level CLR framework.
Q1 2021 Equity councils complete the equity plan by April 1, 2020.	Students Inform the equity council, readiness assessment, equity plan, and the school-level CLR framework.
Q2 2021 The annual NMPED Teacher Conference offers strands focused on economically disadvantaged students, English learners, Native American students, students with disabilities, school-level CLR frameworks, the NMPED, and the New Mexico Vision.	Parents, Families, Tribes, and Community Stakeholders Engaged, connected, and consulted through sharing what is important and necessary to ensure students are culturally, linguistically, socially, emotionally, and academically supported.
Q3 2021 The school-level CLR frameworks are submitted to the NMPED by June 30, 2020, and adopted and implemented by districts, charter schools, and schools.	
Q4 2021 The NMPED ET provides technical assistance to districts, charter schools, and schools that do not have school-level CLR frameworks established, with a timeline for completion within 90 days.	

Learn more about each resource that is available the Martinez/Yazzie Consolidated Lawsuit website in your workbook.

FEB/
MAR
2020

Readiness Assessment

A tool to support Equity Councils and district/charter school leadership in having meaningful conversations about current services and programs that impact at-risk students.

JUNE
2020

CLR Inventory

A tool for district, school, and charter school CLR Team members to determine which CLR framework components may need more focus and/or intentionality.

JUN
2020

CLR Framework

Designed to prepare students for college, career, and life by supporting their identity and holistic development, including social, emotional, and physical wellness, in addition to rigorous academic standards.

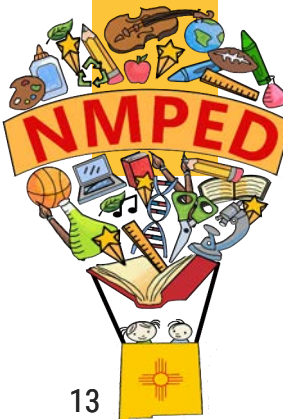
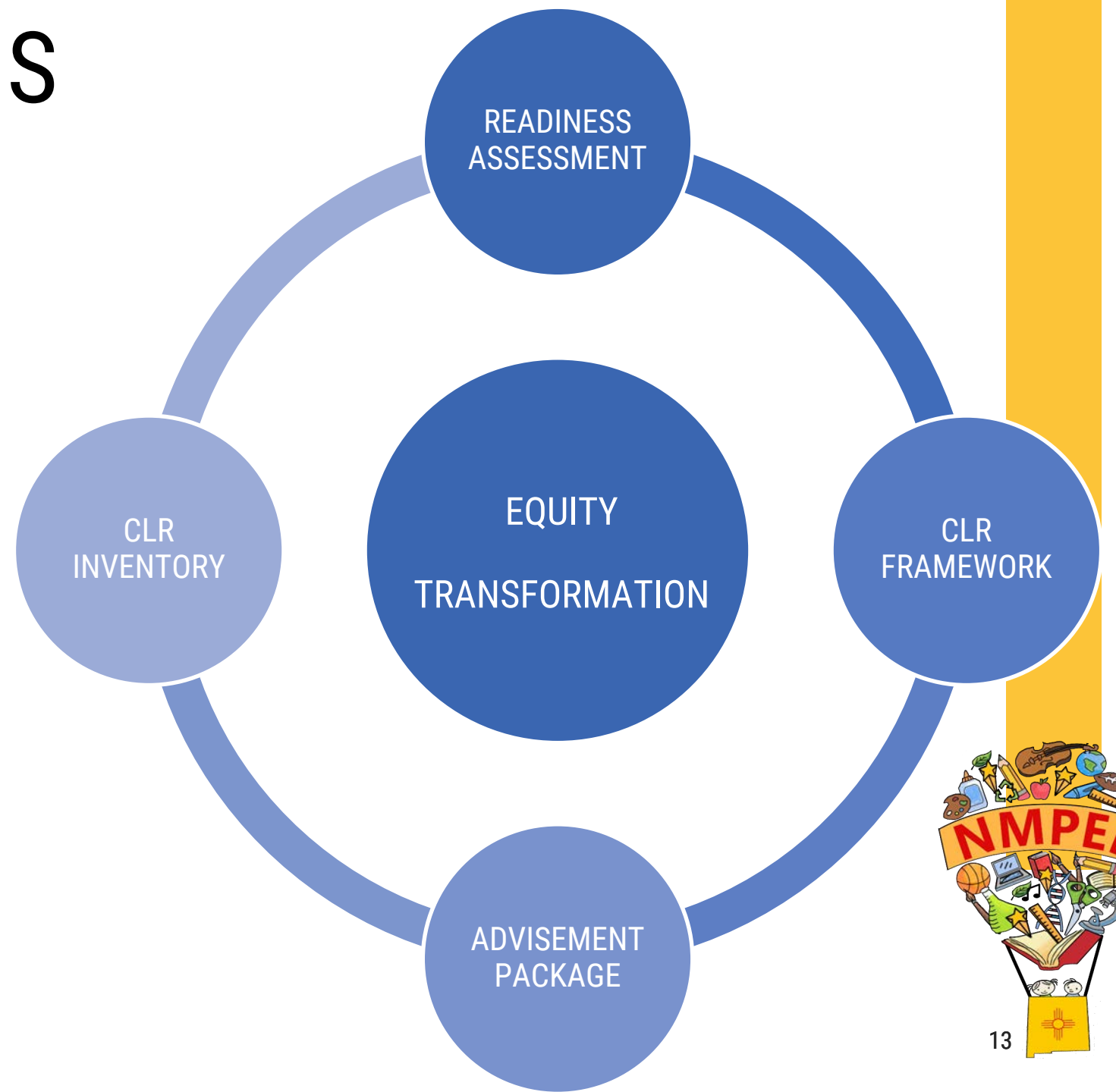
2021+

Advisement Package

The document designed by the Equity Council to advise district/charter school leadership regarding services, programs, and budgetary decisions that impact at-risk students.

THE TIMELINE IS FLEXIBLE

 NMPED CLR FRAMEWORK ROADMAP	
<i>All Students in New Mexico are engaged in a culturally and linguistically responsive education system that meets their social, emotional, and academic needs.</i>	
IMPLEMENTATION CALENDAR 2019-2020	
QCT	NMPED Equity Team Districts and charter schools receive the Martinez/Tuazon Readiness Assessment tool and <i>Designs</i> a scenario to track progress.
NOV	The NMPED and the Identity, Equity, and Transformation (IET) team provide guidance on Martinez/Tuazon and the role of the equity council.
DEC	The NMPED ET hosts round tables for school boards, charter school governing bodies, superintendents, charter school executive directors, and Tribal Department of Education Directors.
JAN	Districts and charter schools establish equity councils by December 14, 2019.
FEB	The NMPED ET offers support to equity councils on the Martinez/Tuazon Readiness Assessment.
MAR	The NMPED ET offers training on identity and the CLR framework to NMPED staff, school boards, charter school governing bodies, superintendents, charter school executive directors, and Tribal Department of Education Directors.
APR	Equity councils complete the Martinez/Tuazon Readiness Assessment by February 5, 2020.
MAY	The NMPED ET provides regional training to equity councils with a primary focus on the Martinez/Tuazon Readiness Assessment and submitting an equity plan.
JUN	The NMPED ET hosts round tables for school boards, charter school governing bodies, superintendents, charter school executive directors, and Tribal Department of Education Directors.
JUL	Equity councils complete the equity plan by April 1, 2020.
AUG	The NMPED ET provides regional training to equity councils on supporting with the establishment of school equity plans and the creation of school-level CLR frameworks.
SEP	The annual NMPED Teacher Conference offers strands focused on economically disadvantaged students, English learners, Native American students, students with disabilities, school-level CLR frameworks, the NMDASH, and the New Mexico Vision.
OCT	The NMPED ET provides technical assistance to districts, charter schools, and schools that do not have school-level CLR frameworks established, with a timeline for completion within 90 days.
NOV	The school-level CLR frameworks are submitted to the NMPED by June 30, 2020, and adopted and implemented by districts, charter schools, and schools.
DEC	The NMPED ET provides technical assistance to districts, charter schools, and schools that do not have school-level CLR frameworks established, with a timeline for completion within 90 days.



EQUITY

Removing the predictability of success or failure that currently correlates with any social or cultural factor (such as race or ethnic identity), examining biases, and creating inclusive environments.

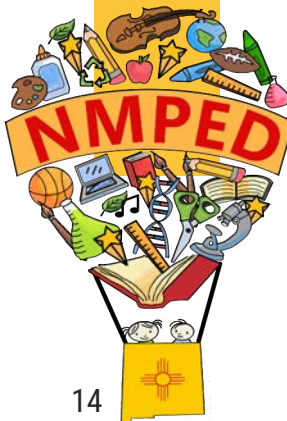
-Adapted from the National Equity Project

EQUITY IN EDUCATION

(CLR Framework)

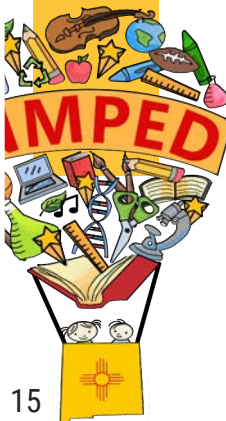
Equity in education is a measure of achievement, fairness, and opportunity for students and communities.

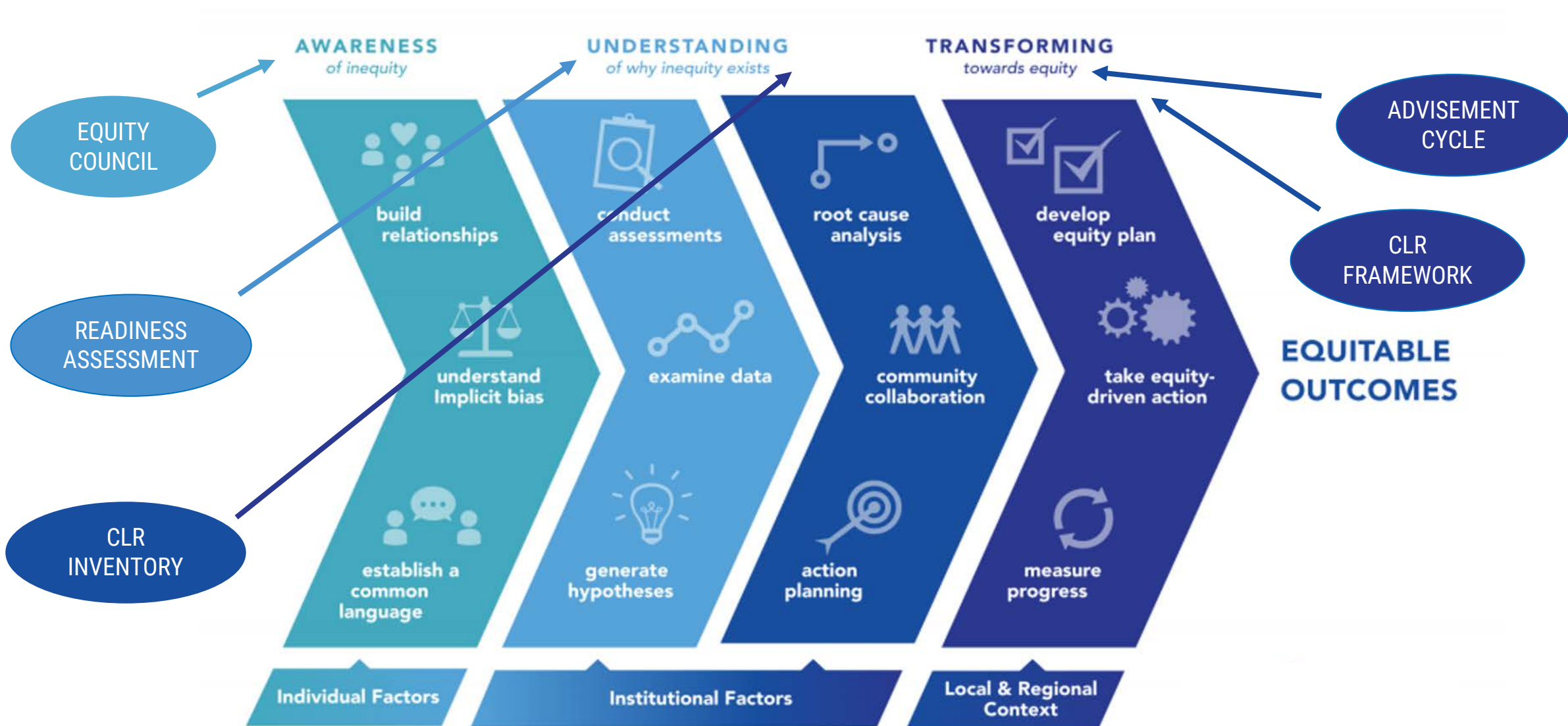
-From the New Mexico CLR Framework: Schooling by Design





EQUITY: Removing the predictability of success or failure that currently correlates with any social or cultural factor (such as race or ethnic identity), examining biases, and creating inclusive environments. (Adopted from: *The National Equity Project*)





EQUITY: Removing the predictability of success or failure that currently correlates with any social or cultural factor (such as race or ethnic identity), examining biases, and creating inclusive environments. *(Adopted from: The National Equity Project)*

EQUITY IN ACTION RESOURCES

AWARENESS of inequity

EQUITY COUNCIL

- Martinez and Yazzie Consolidated Lawsuit Timeline Since Orders
- Martinez and Yazzie FAQs
- EC Essential Questions/FAQs
- November 22, 2019 Memo Regarding Equity Councils
- Sample Template for Consortium Agreement
- EC Selection Rubric
- March In-Person Statewide Meeting
- EC Onboarding Training Workbook

UNDERSTANDING of inequity

READINESS ASSESSMENT

CLR INVENTORY

- Martinez Yazzie Practice Readiness Assessment
- NMPED CLR Framework Roadmap Revised
- CLR Framework Inventory
- Nov. 2019 Equity Council Webinar and Frequently Asked Questions Revised
- February, April, May and June 2020 Equity Council Updates Webinar
- EC Statewide Meeting PPT Jan 2021

TRANSFORMING towards equity

CLR FRAMEWORK

ADVISEMENT CYCLE

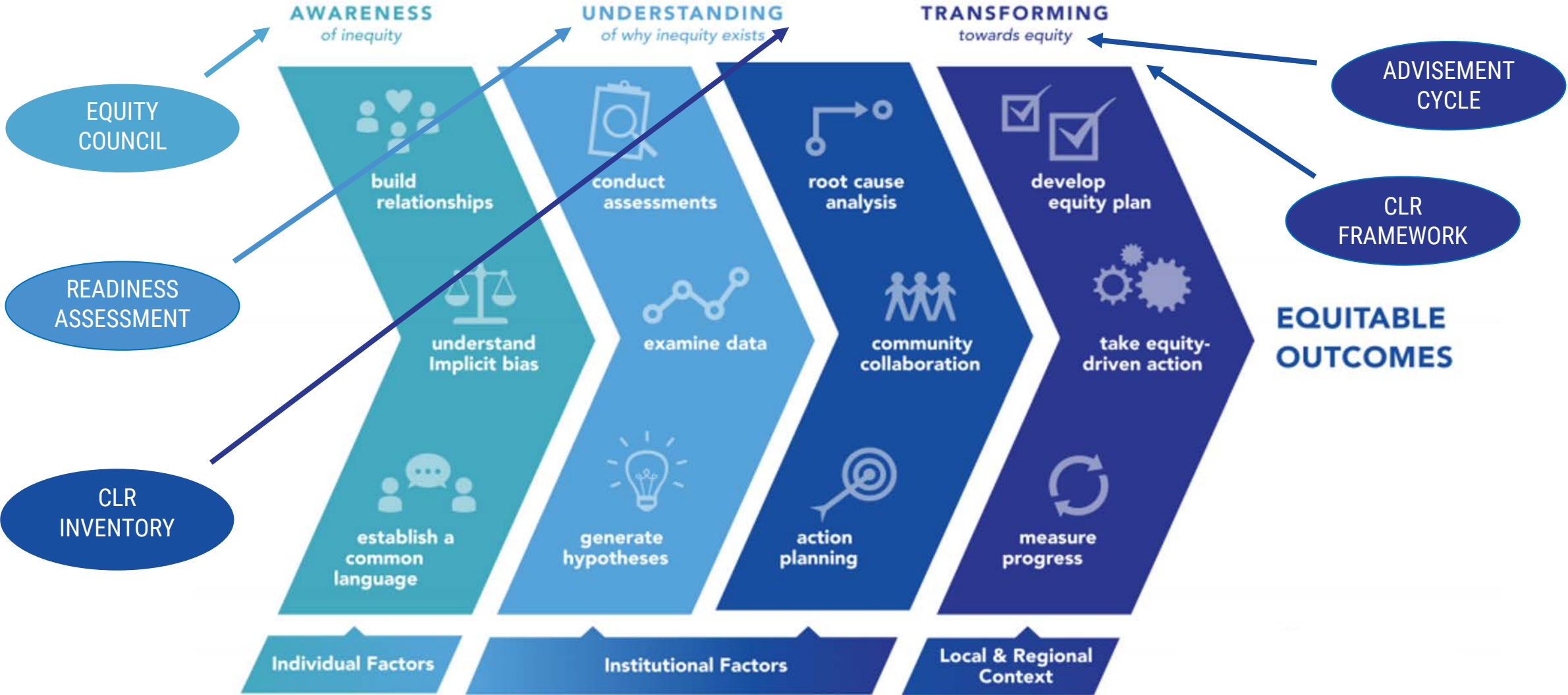
- Educational Plan and Budget Submission Process 2020-2021
- Equity Councils: Equity in Action One-Pager
- EC Advisement Process
- June 2020 CLR Framework Webinar
- CLR/Schooling by Design Tool
- Guidance and Considerations for Renaming Schools and Facilities



MULTI-LAYERED SYSTEMS OF SUPPORT

90-DAY PLANS + SUPPLEMENTAL MODULES

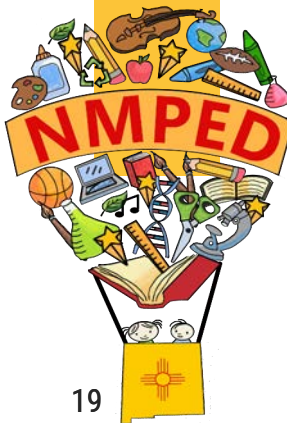
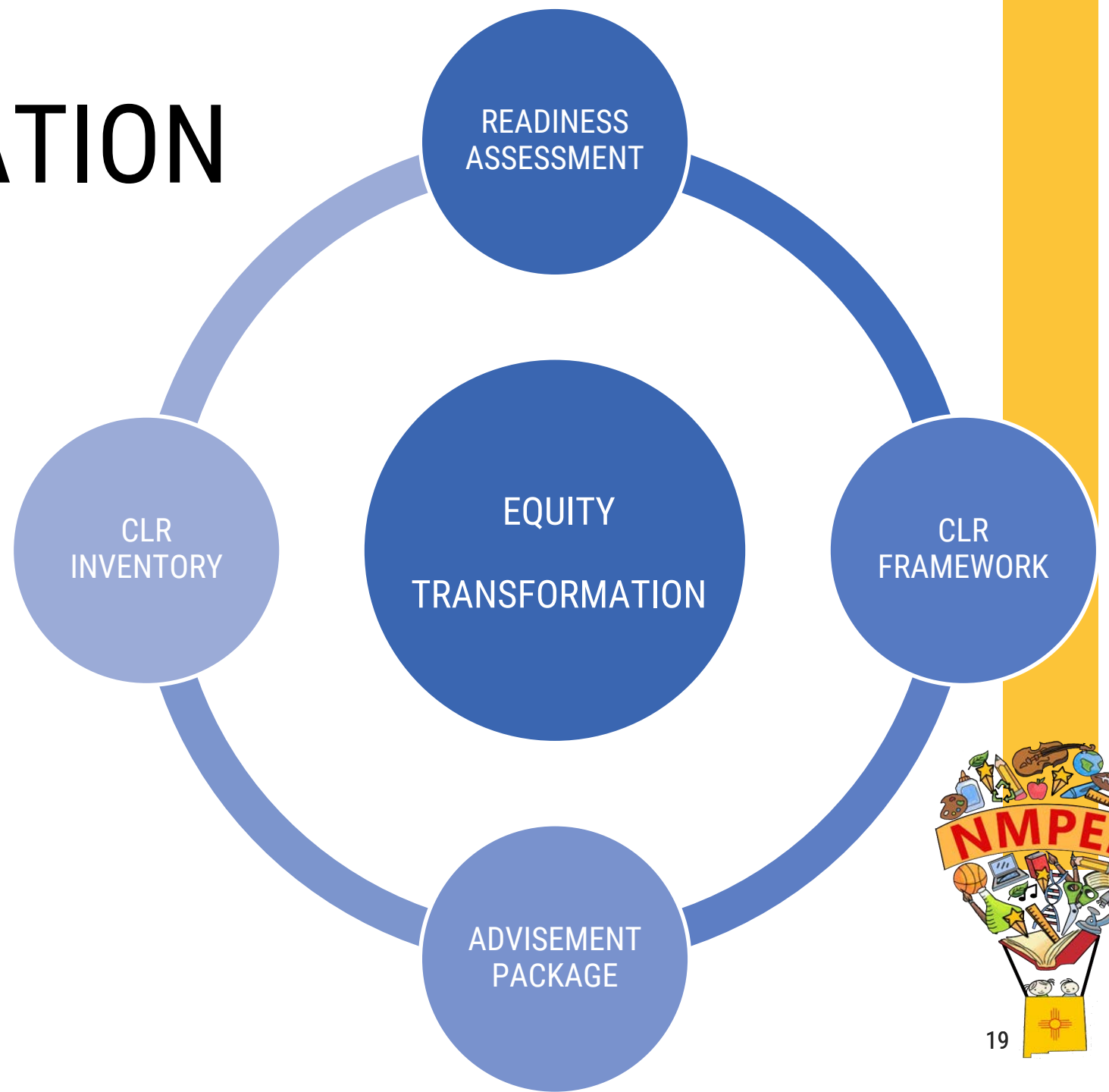
EXPANSION OF IN-PERSON LEARNING



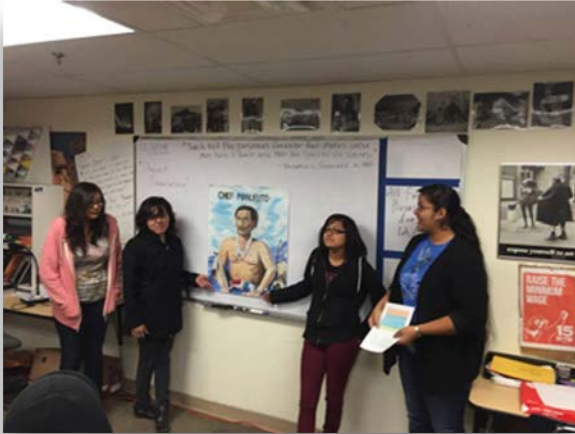
EQUITY: Removing the predictability of success or failure that currently correlates with any social or cultural factor (such as race or ethnic identity), examining biases, and creating inclusive environments. (Adopted from: The National Equity Project)

TRANSFORMATION

- The timeline is flexible.
- Tools should be used as needed to support current local context.

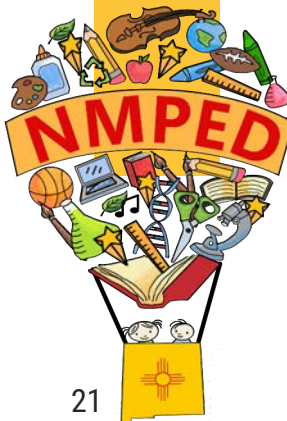


LEADING FOR EQUITY AND TRANSFORMATION



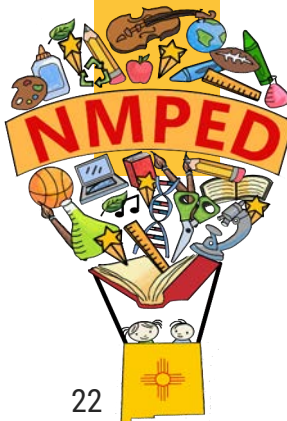
BREAKOUT ROOM INSTRUCTIONS

- You will spend 15 minutes in two separate breakout sessions.
- Everyone will be randomly assigned to rooms. Click “Join” when prompted.
- A facilitator will be the last to join each room.
- *Resist the urge to do introductions*, we can see your name and organization and know you are the EC Lead. Let’s get to know each other through dialogue.
- Depending on how updated your Zoom is, you may end up in the main room, and rest assured you will be moved into the correct room.
- You will receive a “one minute” before coming back to the main room.
- 10 minute large group debrief after each breakout.



BREAKOUT SESSION PART 1

- What is one thing that would help you feel successful this year?
- If you did that one thing, what would your community have as a result?
- What would that set you up to do next in service of students?



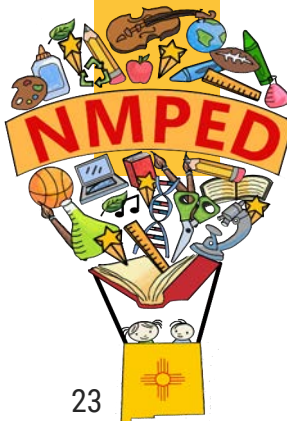
DEBRIEF

I used to think ...

Now I think ...

I commit to ...

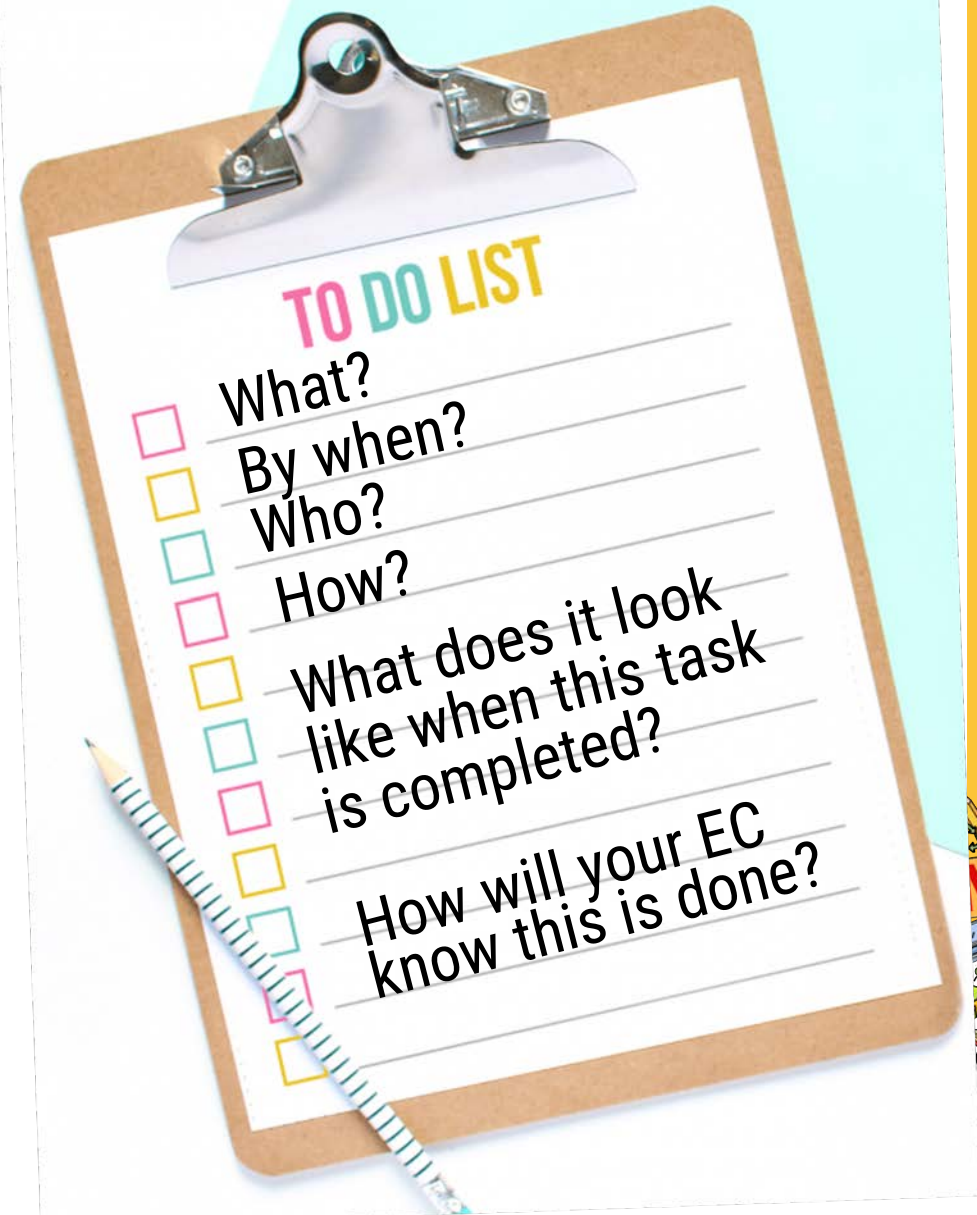
What role does your community play in this outcome/success?



BREAKOUT SESSION PART 2

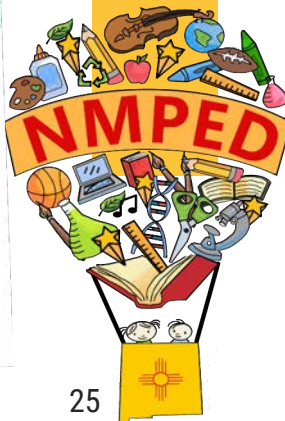
Think about your goals: *what does your EC have/need in terms of readiness and resources to move it forward?*

READINESS	RESOURCES
<input type="checkbox"/> awareness	<input type="checkbox"/> skills
<input type="checkbox"/> motivation	<input type="checkbox"/> knowledge
<input type="checkbox"/> intention	<input type="checkbox"/> human capacity



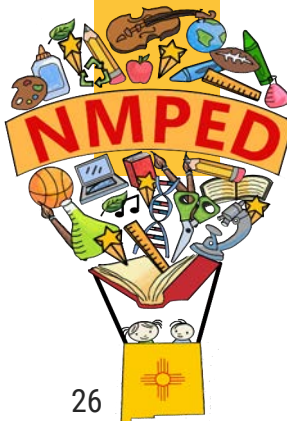
DEBRIEF

- List one item from your to-do list in the chat.
- Participants: Check the chat for ideas and possible partnerships.



EQUITY COUNCIL LEAD REQUESTS

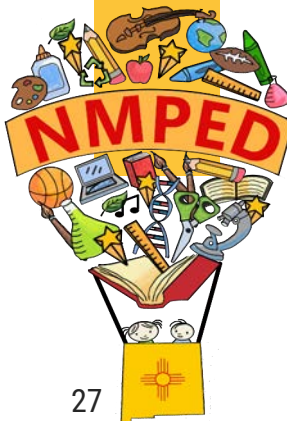
- How to engage students that are Equity Council members.
- How to engage parents in conversations about school culture.
 - nmengaged.com
- Connecting to organizations and experts.



VISION FOR EQUITY

*Look for the
Vision in your
workbook.*

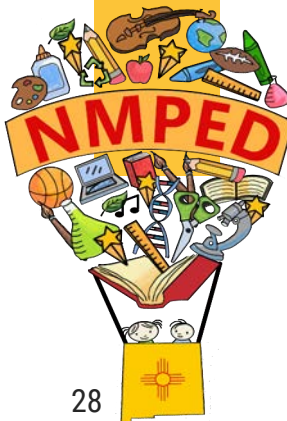
- Co-creation: We should hold community and institution together in spaces, and share power with students and families. This requires intentionality so that we provide space for students and families in our decision-making processes and advisement.
- Culturally and Linguistically Responsive Frameworks: Schooling by design that allows for adjustments to systems to ensure all students are grounded in their community values, healthy, secure in their identity, and holistically prepared for college, career and life.



CLOSING



*Look for a
sample
practice in
your
workbook.*



ANNOUNCEMENTS

- You will hear from your Equity Facilitator soon.
- Additional NMPED Leadership will join in upcoming meetings.
- Website Resources for Equity Council Leads:

<https://webnew.ped.state.nm.us/bureaus/yazzie-martinez-updates/>

- Questions or Comments? YazzieM.Inquiry@state.nm.us.

