

# Welcome. We are so glad you are here.

Statewide Equity Council Leads 2022

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

TIME	ITEM
3:30 pm - 3:40 pm	Welcome & Vision
3:40 pm - 4:40 pm	The Advisement Package
4:40 pm - 5:00 pm	Announcements, Reminders & Next Steps

**Some  
things to  
note about  
Zoom  
Webinar:**

1. Hosts and panelists can share their screens, video, and audio in the webinar.
2. Attendees can use the chat options to interact with the host and panelists and *do not have microphone or camera controls*.
3. The chat should be used exclusively during whole group sharing; please submit questions about SharePoint access to [YazzieM.Inquiry@state.nm.us](mailto:YazzieM.Inquiry@state.nm.us) and content questions to your Equity Facilitator.



# Centering



# Meeting Objectives

1. Attendees will receive an overview of the Equity Council Support Hub for the current school year, including information on the Martinez/Yazzie Discussion Draft, and Service Providers.
2. Attendees will receive an overview of the Advisement Package and learn about the process from other Equity Council Leads.
3. Equity Council Leads will brainstorm a list of things they will do next with their Equity Councils.



# Norms

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

*Adapted from Glenn E. Singleton's Courageous Conversations about Race in Education*



# THE EC SUPPORT HUB

# The Equity Council Support Hub

## Equity Council Support Team

Coordinates tasks, scheduling, meeting logistics, content development, statewide communications, gather and monitor progress, challenges and innovations.



## Service Providers

- Provide thought partnership and content expertise for building and learning across the state.
- Work with districts and charter schools--including Equity Council Leads, Equity Council members, and staff--to provide support.



## Equity Facilitator

- Provides thought partnership and content expertise for building and learning across the state in the monthly statewide meetings,
- Meets monthly with an assigned group of districts and charter school Equity Council Leads to provide support.
- Provides the Equity Council Support Team feedback about progress, challenges and innovations that can be shared statewide.



## Equity Council Leads

Participates in statewide meetings, takes learning and information back to district/charter school leadership and local equity council, as well as lead the work of centering equity and the Equity In Action items.



# Equity Council Lead

## Equity Council Leads

Participates in statewide meetings, takes learning and information back to district/charter school leadership and local equity council, as well as lead the work of centering equity and the Equity In Action items.





# The Equity Facilitators

- ABENA MCNEELY
- ALAN BRAUER
- FRANK MCCULLOCH
- HANNAH PERIA
- IAN ESQUIBEL
- KRISTEN LAVOLPA
- NICHELLE GILBERT
- OMKULTHOOM QASSEM
- PILI BURKETT
- SASHA PELLERIN
- SEN BURKETT
- TRACEY CORDERO

## Equity Facilitator

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# The Equity Council Service Providers

- Black Education Act Partnership
- Our Turn
- Region 9 EC Consortium
- Sin Fronteras Education Partnership

## Service Providers

- Provide thought partnership and content expertise for building and learning across the state.
- Work with districts and charter schools--including Equity Council Leads, Equity Council members, and staff--to provide support.



SCHOOL YEAR 2021-2022:  
MAY

# Our Goals for 2022

1. Establishing Relationships
2. Differentiated support for Equity Council Leads through the Equity Council Support Hub
3. Centering equity in systems (e.g. policies, processes and programming)
4. Leveraging the equity in action items
5. Focus on Interdependency

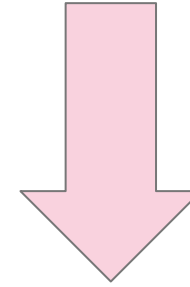


# Essential Questions

1. *How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?*
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?*
3. *How do we establish an equity council that moves the district or charter school beyond compliance to commitment?*
4. *How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?*



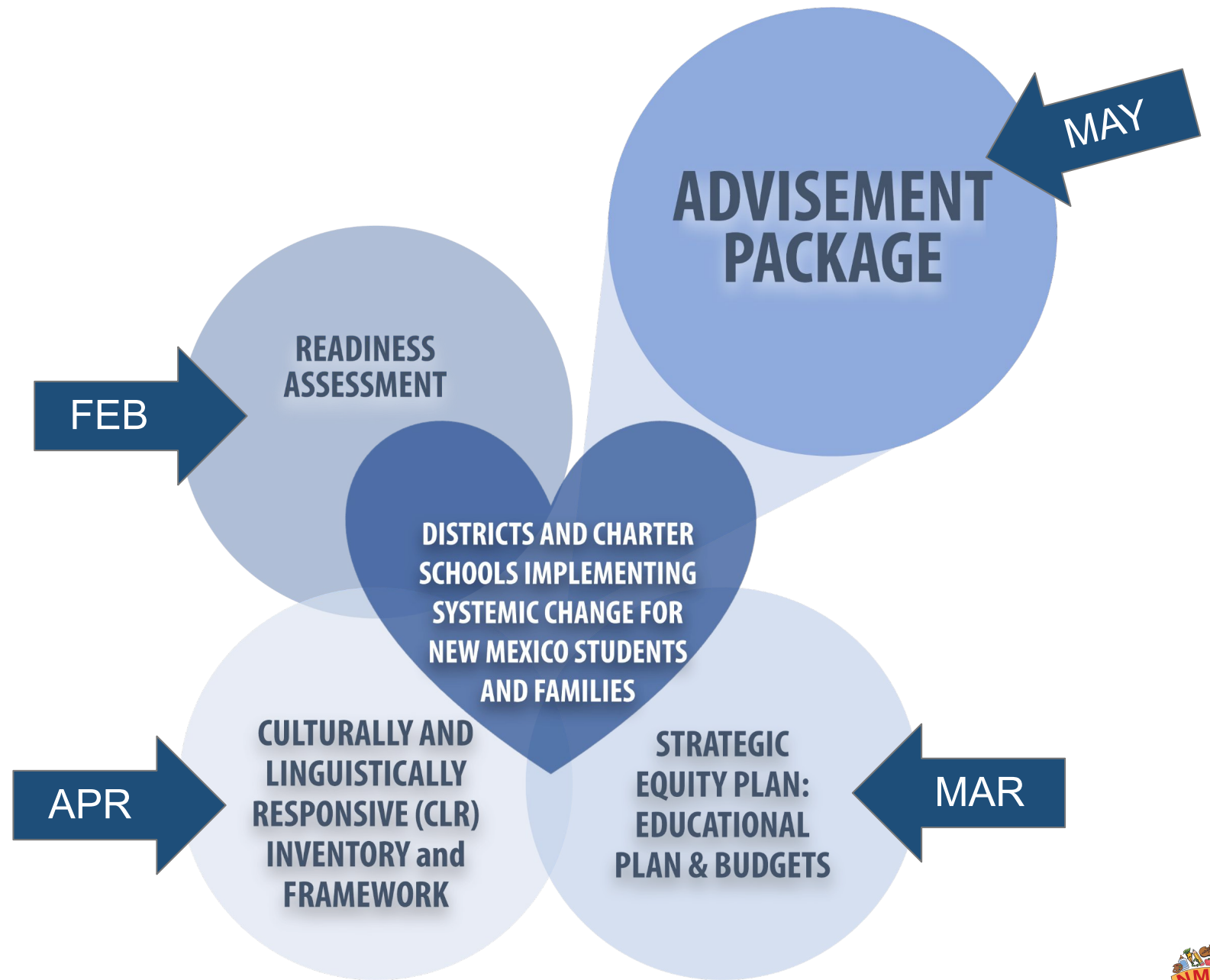
# Statewide Meeting Topics 2022



JAN	FEB	MAR	APR	MAY	JUN
State of M/Y Consolidated Lawsuit and Equity Councils	Readiness Assessment and NM DASH Supplemental Module	Strategic Equity Plan, Budgets, and NM DASH Supplemental Module	Culturally and Linguistically Responsive Inventory and Framework	Advisement Package	Closing/ Celebration Year 3



# The Advisement Package



**EQUITY COUNCILS 2022**



# THE ADVISEMENT PACKAGE

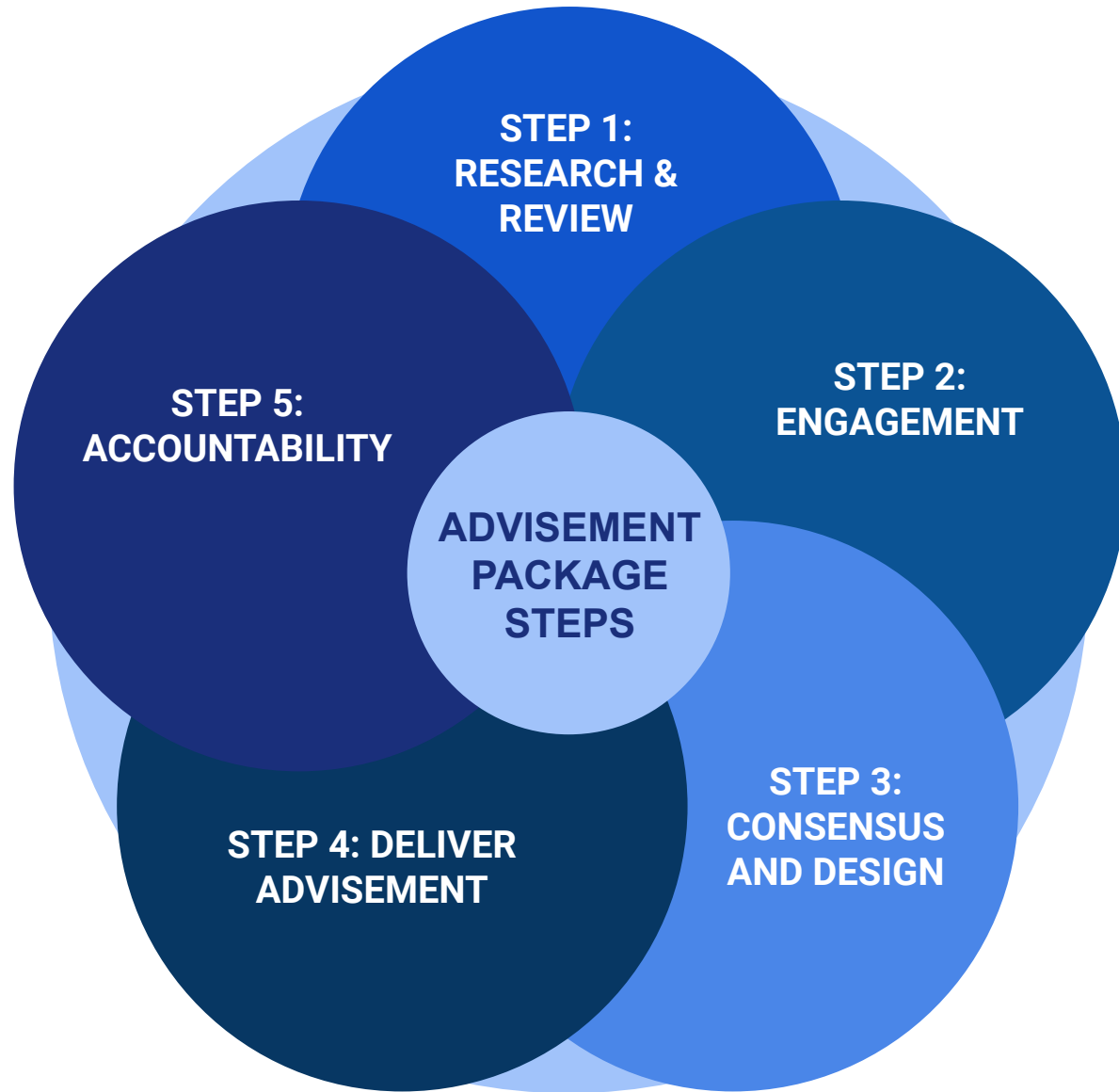


# WHAT IS AN ADVISEMENT?

*A careful consideration of an issue impacting students furthest from opportunity, delivered to the Superintendent, Charter School Leader, School Board, or Charter School Governance Board by the Equity Council.*



# EQUITY COUNCIL ADVISEMENT PROCESS

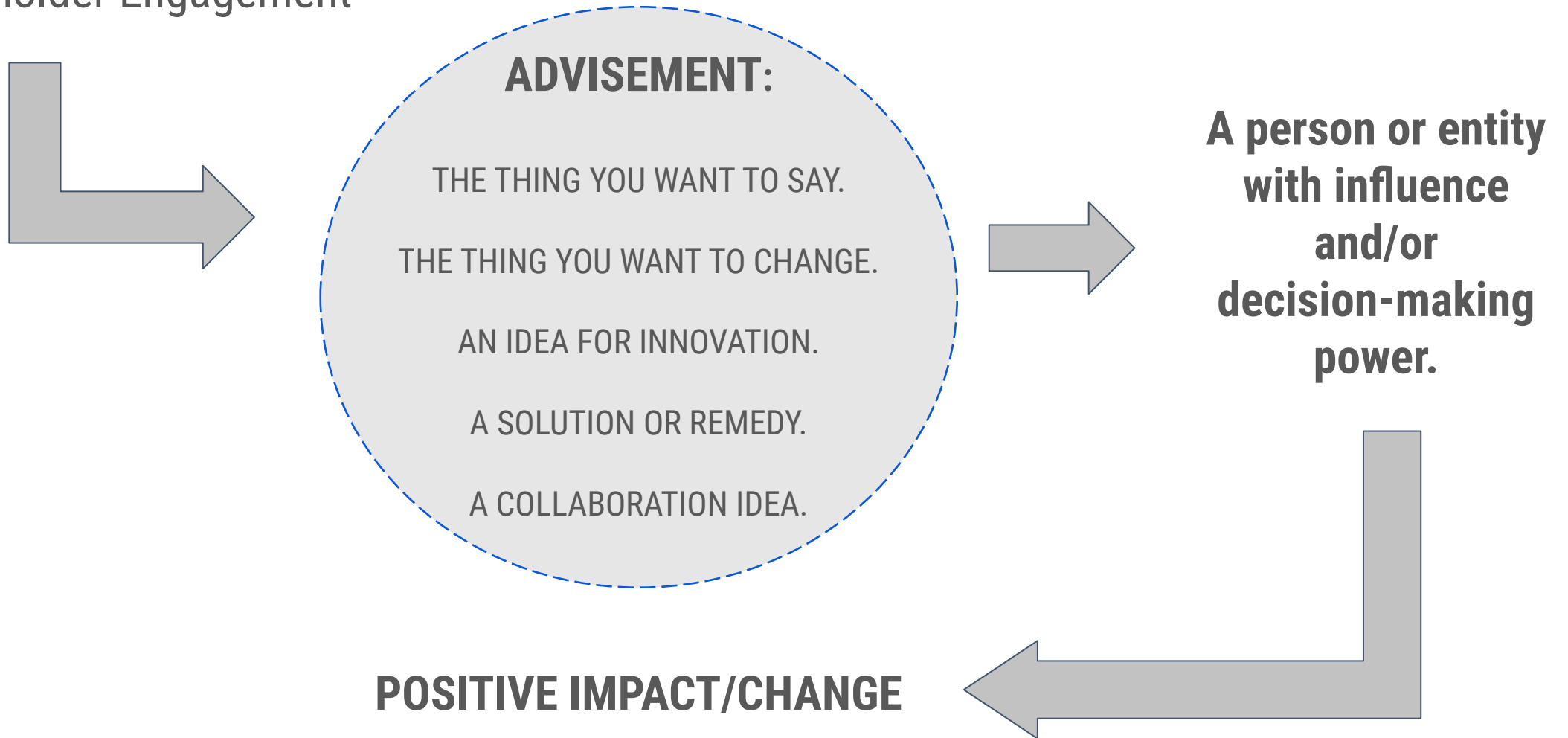


## THINK TANK

1. Research
2. Data
3. Stakeholder Engagement



# THE BASIC PROCESS



**POSITIVE IMPACT/CHANGE**

**A person or entity  
with influence  
and/or  
decision-making  
power.**

**EQUITY COUNCILS 2022**

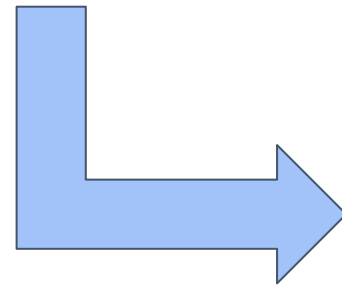


## EQUITY COUNCIL

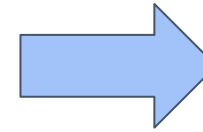
1. CLR Framework
2. Readiness Assessment Data
3. CLR Schooling By Design Inventory
4. Other Relevant Data and Research
5. Student, Family, and Community Engagement



## THE EC PROCESS

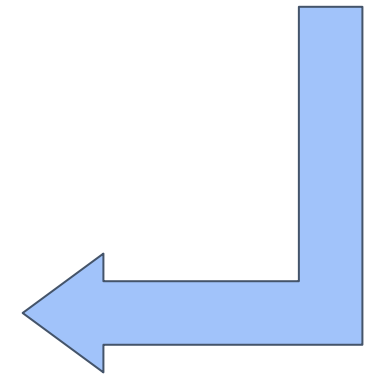


**ADVISEMENT  
PACKAGE**



**Superintendent, Charter  
School Leader, School  
Board, or Charter School  
Governance Board.**

**POSITIVE IMPACT/CHANGE  
FOR STUDENTS FURTHEST FROM  
OPPORTUNITY**

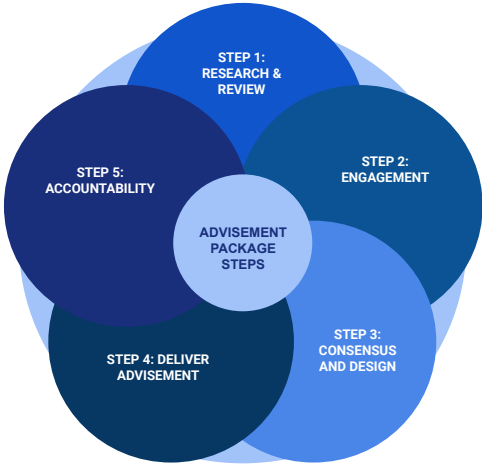


**EQUITY COUNCILS 2022**



<b>STEP ONE: RESEARCH &amp; REVIEW</b>	Purpose: To research and review relevant local level information to design an impactful advisement for change.	<p><i>The Equity Council should hold students, the Readiness Assessment data, their CLR Framework, and the district/charter school's equity statement at the forefront of this step.</i></p> <p><i>Other relevant data: the Culturally and Linguistically Responsive (CLR) Schooling by Design Inventory, current district policies, programs, procedures, the results of an annual policy review, assessment data, research articles that inform equity, and any data or information that informs the local context.</i></p>
<b>STEP TWO: ENGAGEMENT</b>	Purpose: To build relationships with community while engaging in the advisement process.	<p><i>Using the results of STEP 1, the Equity Council engages students, families, school community, Tribes, and other community members to generate ideas about what they want to advise. This process should begin with the district/charter school's definition of equity and the RA data at the center to ensure the advisement is based on student needs.</i></p>
<b>STEP THREE: CONSENSUS* AND ADVISEMENT DESIGN</b>	Purpose: To provide room for all voices to give input and begin the design process.	<p><i>Using the results of STEP 2, the Equity Council and community come to consensus on what is most important to include in the advisement.</i></p> <p><i>The Equity Council designs a student-centered advisement package using the advisement template.</i></p>
<b>STEP FOUR: DELIVER ADVISEMENT</b>	Purpose: To deliver the advisement to the indented person/group.	<p><i>The Equity Council delivers the advisement and includes students, families, school community, Tribes, and other community members in the presentation.</i></p>
<b>STEP FIVE: ACCOUNTABILITY</b>	Purpose: To ask the advisee about the status of the requests in the advisement package.	<p><i>The Equity Council meets with the advisee to request a status update on the advisement package. Some possible questions: Has the advisement been implemented? What have been the challenges? How can the Equity Council support? What could we do differently next year?</i></p>

LOOK FOR THIS RESOURCE ON THE M/Y ADVISEMENT WEBPAGE



# EQUITY AND VIABILITY CHECKLIST

**LOOK FOR THIS  
RESOURCE ON  
THE M/Y  
ADVISEMENT  
WEBPAGE**

✓	EQUITY ALIGNMENT CHECKLIST	YES NO	VIABILITY QUESTIONS
	This advisement aligns with the district or charter school's equity statement.	YES NO	Does this advisement require board policy additions/changes? If yes, ensure that your presentation includes ideas for the new policy or change.
	This advisement is aligned to the needs of students and families furthest from opportunity.	YES NO	Is this advisement within the purview of your district/charter school? If no, revise, table, or provide to the appropriate entity.
	This advisement is aligned to the Readiness Assessment data.	YES NO	Does this advisement require a change to the district or charter strategic plan? If yes, be prepared to support it with research and details of the process.
	Students, families, and community, and Tribes were actively engaged in the advisement process.	YES NO	Is this advisement multi-layered? If yes, streamline or break into multiple advisements.
	A general consensus* was reached during the process.	YES NO	Does this advisement impact other community members or partners? If yes, be prepared to share how they were engaged in the process.
	This advisement is supported by the Nation, Tribe, or Pueblo.	YES NO	Does this advisement impact the work of many programs/departments within the district or charter school thus creating collaboration challenges? If yes, be ready to provide collaboration ideas/resolution or to narrow the advisement.

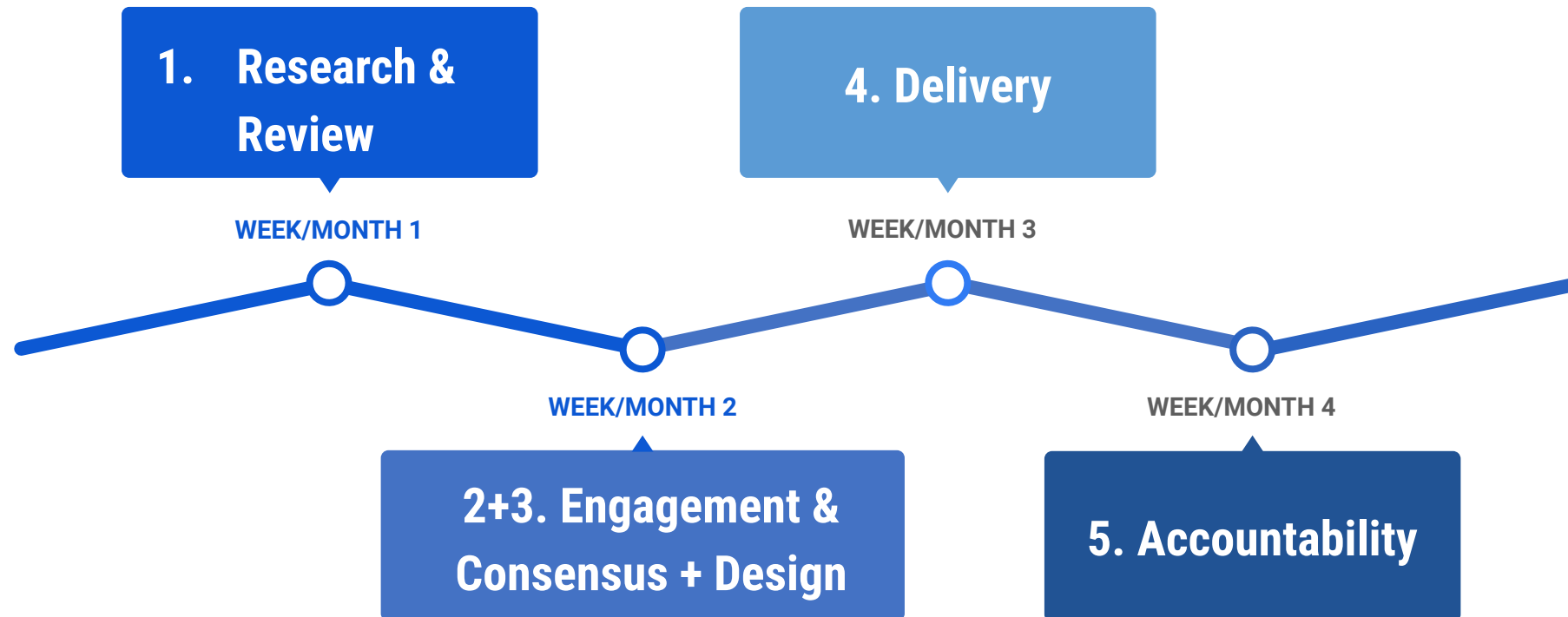


**Advisement  
process in one  
meeting:**  
*Simple requests  
or suggestions*



# Advisement process in one or four months:

Requests or suggestions that require *some* planning and effort.





# Yearly advisement process:

*Requests or suggestions that require extensive planning, effort, and/or a policy change.*



*ZOOM  
POLL!*

1. RESEARCH & REVIEW

3. CONSENSUS & DESIGN

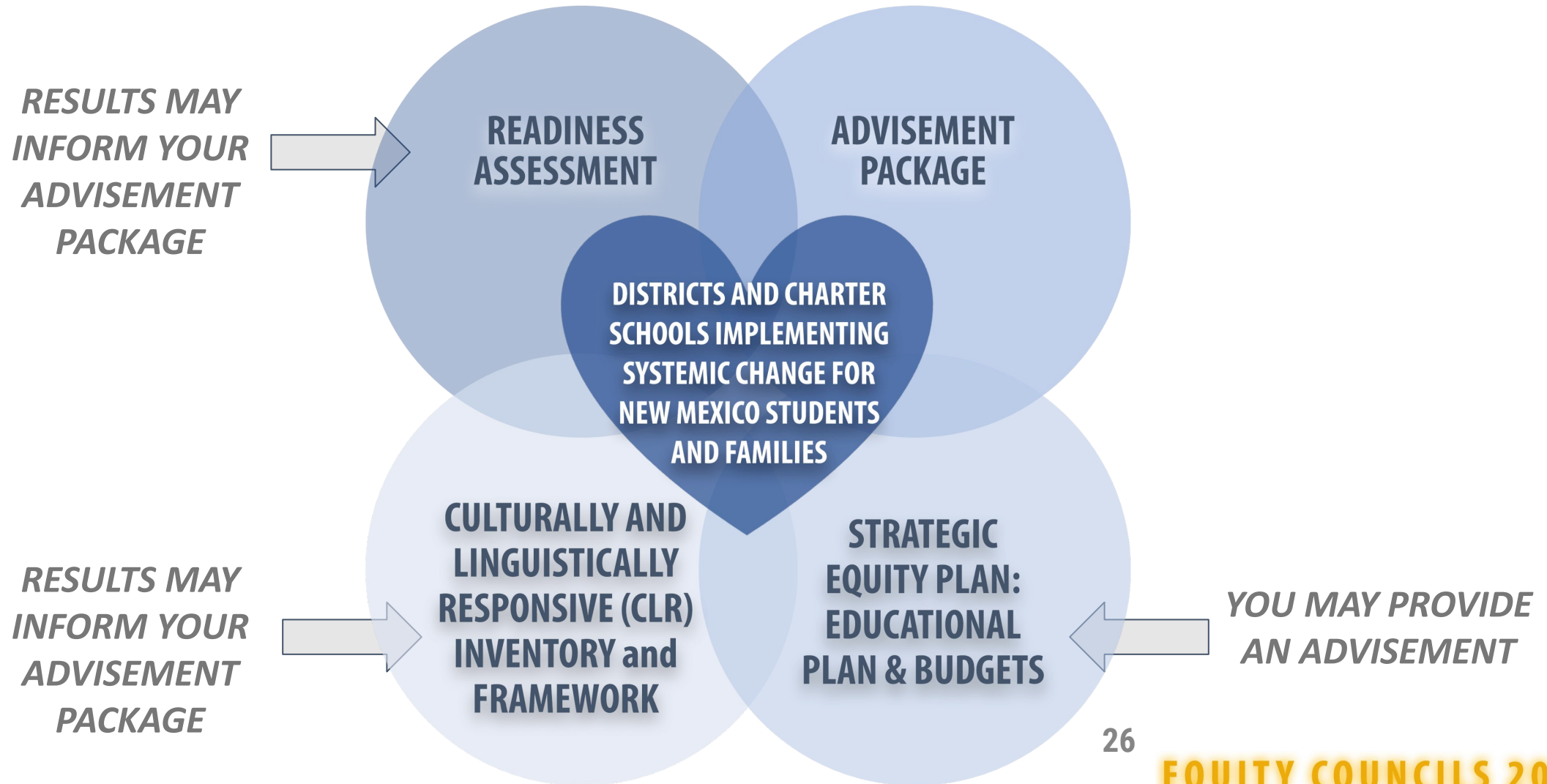
5. ACCOUNTABILITY



EQUITY COUNCILS 2022



# Equity in Action Items: Connection to Advisement Package



# What's Going On In Your Local Context?

Specific to the advisement process. Enter your response in the chat.

# THE ADVISEMENT PACKAGE: EXAMPLES FROM THE FIELD

# TATUM MUNICIPAL SCHOOLS

Ezau Rios  
Math/Bilingual/Spanish Teacher  
Equity Council Lead  
Tatum Municipal Schools



# Tatum Equity Council Members

*I am 71 years old and a Tatum HS graduate, so it was thrilling to have participated in a bilingual program, which was not allowed when I went through school. I have known these students since they were 1st graders so I have witnessed their growth physically and academically. I am really proud for them, and I believe the students are also proud to have been given an opportunity to showcase their bilingual skills. I am grateful this program is now in the Tatum schools so more can benefit.*

**-Agustin Dorado, EC-Founding Member**



# Tatum Equity Council Members

*For me, being part of the Equity Council has meant real change. It is totally exciting to see what a difference one can make. I have seen real change in our school. I am really proud of what the equity council has done thus far. I am so excited for everything that is yet to come.*

**- Lourdes Lopez - EC Member**

*-Working with the Equity Council is lovely because working with people who care about the schools and the community means a lot because not too many people do.*

**Mercedes Gonzales - EC student member**





# Tatum Equity Council Members

*The best part thus far has been seeing our first Bilingual Seal graduates with their beautiful stoles. The end product of our efforts was very exciting! These kids are trailblazers, and I can't wait to see what comes next!*

**-Robin-Hogue -EC member/Administrator**

*Para mi el significado de ser parte del consejo es algo muy especial. Es importante compartir en grupo y lograr que los niños se gradúan certificados bilingües. Ser bilingüe es muy importante y cuenta por dos personas. También se me hace muy interesante e importante este logro porque no se había hecho antes.*

**-Consuelo Marizcal- EC member/ monolingual parent**



# Process

- Readiness Assessment: The EC was involved but we were not the only ones involved.
  - Serving English Language Learners - Experts
  - Serving Native Americans- NEVER - Ultra Ownership
  - Serving Special Education Students- Led by our special education director
- Priority: Must be tangible, real, and implementable with the personnel we have (administrators must be willing to get creative).
- Readiness Assessment + Priority = Initial Advicements

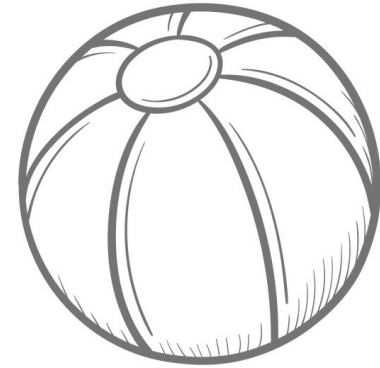


# Buckets



- Bilingual Seal
- Pride not Gratitude - Midge Purce - USWNT member
- Spanish Classes

# Air Balls



- Social Studies for Middle School
- Tutoring Attempts during Covid
- Creating exposure for the Equity Council



# Moving Forward



- 1. Improve bilingual seal- Hope of one day graduating non-native speakers.*
- 2. Solidify Spanish Program - Four year sequence*
- 3. Introduce Coding program - Kinder to 8th grade -  
Special Education - Core Classes*
- 4. Multicultural Middle School History- Hispanic/ELL,  
African-American, and Native American Students*



# Unique Growth

The beauty of Equity Council is that we get to be us.

Don't fear what you need, embrace it!



# LOVINGTON MUNICIPAL SCHOOLS

# LMSD Equity Council Advisement Process



**STEFANIE STEPHENS - DIRECTOR OF ACADEMICS & EQUITY COUNCIL LEAD**

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**LOVINGTON MUNICIPAL SCHOOLS**

# Major Steps to Advisement

1. Determine **WHO** we are as a council, district, and person.
2. Determine **WHAT** we want for our Wildcats.
3. Determine **WHERE** we are as a Wildcat community.
4. Determine **HOW** we believe the District should proceed.





# WHO ARE WE?

- Council Development
  - Spring 2020 to Spring of 2022
- Reflection and Conversations
  - Who am I?
  - What is Equity?
- Readiness Assessment
  - Pandemic implications
  - Graduation and historical data analysis
  - District demographics



# WHAT DO WE WANT FOR OUR WILDCATS?

- Commitment

*The LMSD Equity Council will serve as an advisory council to ensure all students, specifically those farthest from opportunity, reach their maximum potential by providing differentiated, individualized opportunities to diverse populations that promotes self-worth, personal growth, and academic progress.*

- Data

- ESSER survey
- Community needs forum
- LMS Strategic Plan
- Family surveys
- Social media & notification applications



# WHERE ARE WE? - CLR FRAMEWORK

- Deep dive into what we do and what we need to do better.
  - Student perspective.
  - Parent perspective.
  - Employee perspective.
  - Community perspective.



# HOW SHOULD WE PROCEED? - ADVISEMENT

From our CLR Framework we determined the most important elements for the success of Lovington students and began a draft advisement to address the identified needs.

1. Google Docs allowed council members to edit, review, comment and revise advisement.
2. Meetings held to discuss and further refine advisement.
3. Final revised version locked and provided to all members of the council.
4. Presented advisement to the Superintendent and Board of Education.



# LESSONS LEARNED

1. This is not a one-size fits all situation.
2. This work is **HARD**.
3. This work is not meant to be a check the box for completion mandate but rather a crucial part of the greater work of the district.
4. The advisement is a living document that must be reviewed and refined to support the needs of our students.



# Thank you!

Contact information:

Email: [stefaniestephens@lovingtonschools.net](mailto:stefaniestephens@lovingtonschools.net)

Phone: 575-739-2200



**STEFANIE STEPHENS - DIRECTOR OF ACADEMICS & EQUITY COUNCIL LEAD**

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**LOVINGTON MUNICIPAL SCHOOLS**

# THE MARTINEZ AND YAZZIE ACTION PLAN: PUBLIC COMMENT

# Martinez/Yazzie Discussion Draft

- The NMPED is seeking public feedback on the [Martinez/Yazzie Discussion Draft](#), that summarizes the state's ongoing and comprehensive plan to transform New Mexico's education system in response to a court's findings in the [Martinez-Yazzie Consolidated Lawsuit](#).
- The public can comment in writing at [draft.actionplan@state.nm.us](mailto:draft.actionplan@state.nm.us) through June 17, 2022.
- The final document will closely align with the [2022 Comprehensive Strategic Plan](#).
- The two documents will guide budgetary and programmatic decision-making with a single-minded focus on one goal: To assure that all students meet their full potential regardless of race, ethnicity, income or background.





# Martinez/Yazzie Draft Discussion Plan: Public Comment/Community Engagement

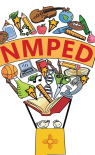
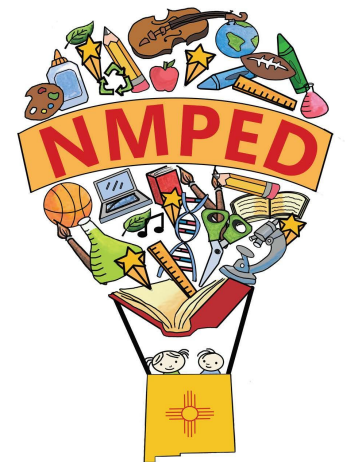
## Possible Actions for EC Leads:

- Read The M/Y Draft Discussion Plan and the NMPED Comprehensive Strategic plan and become familiar with targets, data, and action plan components
- Submit feedback individually before June 17th
- Disseminate the plans to your Equity Councils
- Submit a letter to the NMPED providing feedback individually and/or as a group
- Encourage your district, school, or charter school leadership to provide feedback
- Encourage your education community to submit feedback



# Local Contribution and Alignment to the Big Picture

- What do the state-level performance indicators mean in your local context?
- How does the NMPED plan mirror your district and charter school plan?
- What are the implications of the NMPED plan on our district/charter?
- How do we advise the district to make meaningful contributions to the state-level goals?
- How can your EC create a plan that is aligned to the state-level plan and vision while aligned to local context?
- How can your EC support making ECs legislatively required?
- Do you have any ideas on how to get your EC comfortable with talking about unpacking data and the content of the NMPED strategic plan?



So, What Now?

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

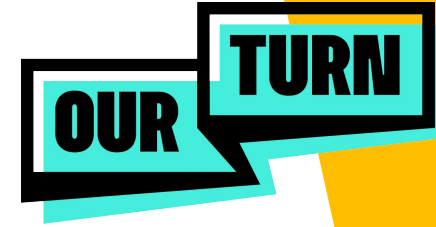


- List one item from your to-do list in the chat.
- Attendees: Check the chat for ideas and possible partnerships.



# SERVICE PROVIDERS: OUR TURN

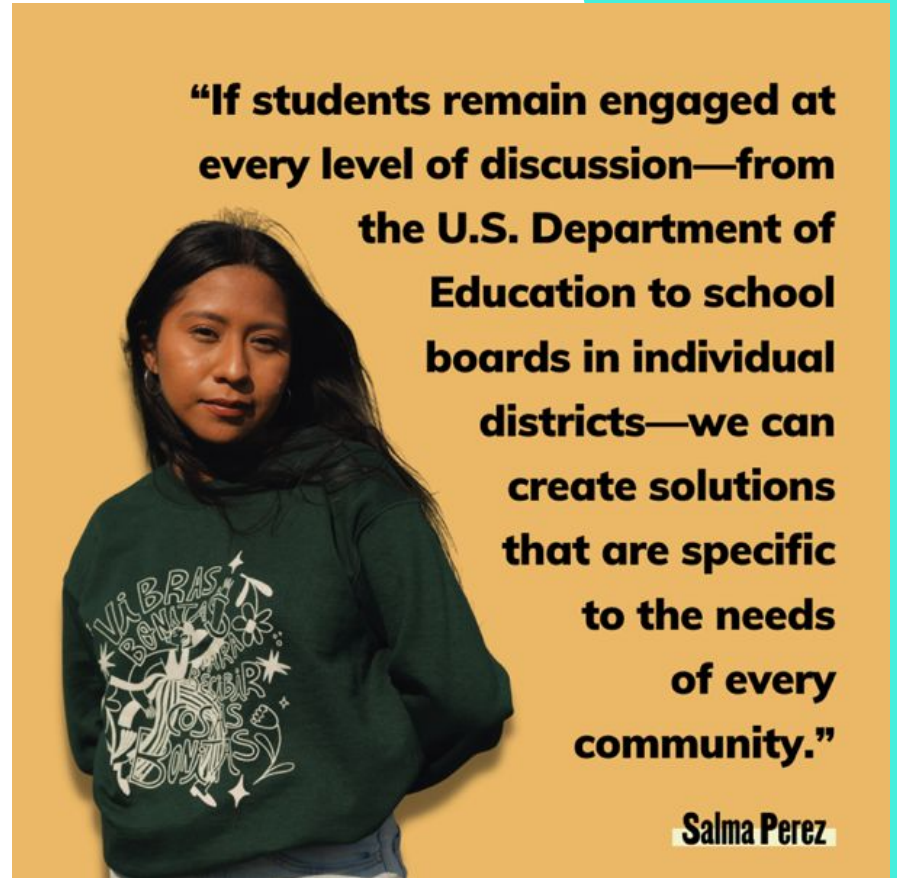
# Our Turn





# Who we are

- Our Turn is a revolutionary youth-led movement dismantling oppressive structures that limit access to quality education. We activate young people of color and allies to ignite change and catalyze a national movement to heal and liberate current and future generations of students.
- Our Turn trains and mobilizes young people on effective organizing and advocacy practices - unlocking student power to bring about real, transformative change in the education system.





# What we are learning

- What are the bright spots?
- What are the barriers?
- What would feel meaningful heading to summer and planning for next school year?

# How we can support?

- Translating documents to make them more accessible and friendly to students and parents
- Coaching sessions
- Training sessions



# SERVICE PROVIDERS: SIN FRONTERAS

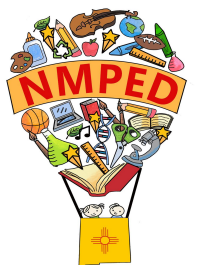


# Sin Fronteras/Without Borders Education Partnership



The New Mexico Public Education Department is partnering up with [Sin Fronteras Education Partnership](#) (SFEP) to provide a professional learning series that equips educators, educational leaders, community partners, and school staff with the mindsets, skills, and strategies necessary to practice equitable and effective family partnership in their school communities. SFEP seeks to build strategies anchored in the unique cultural, linguistic, and community wisdom in the state of New Mexico.

These trainings are *FREE* to LEAs and Charters across New Mexico.



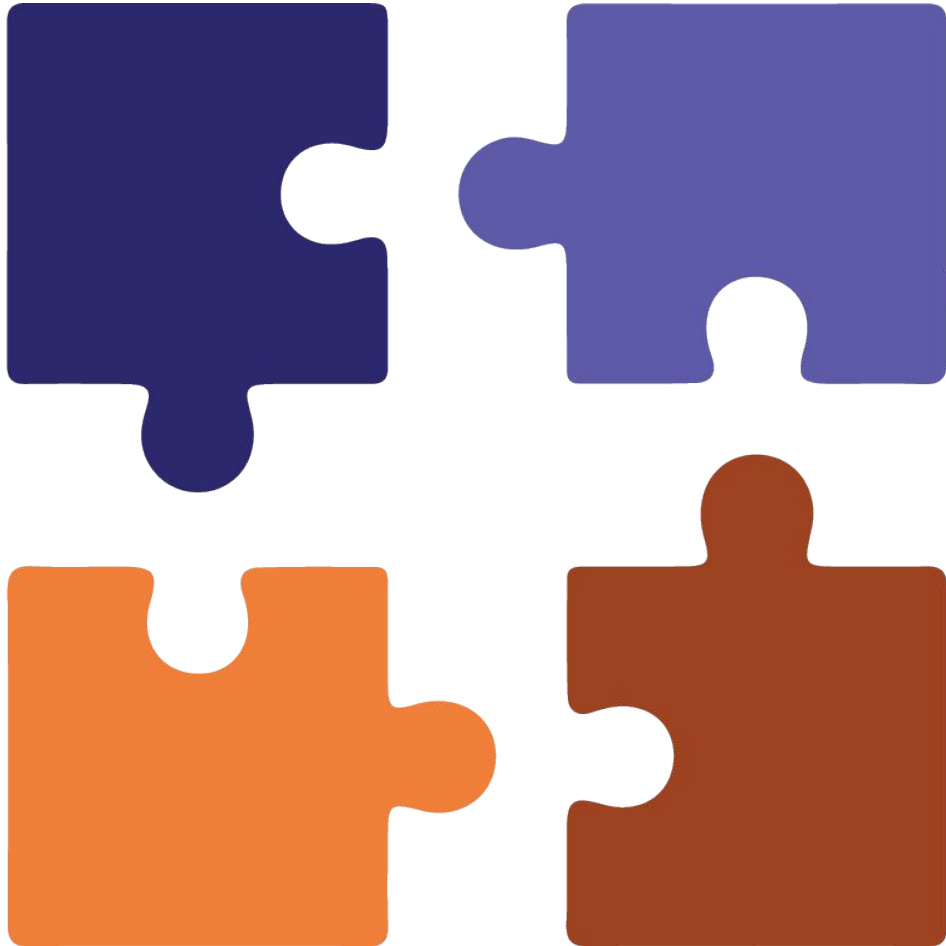
# Our Learning Series & Outcomes:

## **Abriendo Puertas/Opening Doors (AP/OD):**

AP/OD is an evidence-based two-generation approach that builds parent leadership skills and knowledge to promote family wellbeing and positive outcomes for children birth to eight years-old. It is widely used by multicultural groups throughout the U.S. in 41 states and delivered in a variety of sectors including health, child welfare, education, and community-based organizations. AP/OD prepares facilitators through certification to implement AP/OD directly with families using strengths-based and culturally appropriate approaches. Facilitators may include school staff, community partners, and parent leaders who are motivated and ready to lead parent leadership sessions in local communities/schools while honoring and supporting parents as their children's first teacher and advocate.



# Our Learning Series & Outcomes:



## Big 3 Training Modules:

SFEP has created a Sin Fronteras Education Partnership Task Force made up of local education and family partnership experts from across New Mexico. The Big 3 training modules have been co-created with the Task Force to ensure the training content is reflective of the needs and builds on the assets of New Mexico communities. Our professional learning series aims to build local capacity around **high impact relationship building, effective communications, and meaningful partnership between educators and families.**

## Our Tiered Support Approach

In an effort to cater our learning series to diverse school districts across New Mexico, we have developed a three-tiered support model to meet the unique capacity and interest needs of each community. The three-tiered support model allows school districts to opt into the level of support that is right for them.



# Our Tiered Support Approach

Transformative Family Partnerships (application deadline is February 28)

01

## Supports:

- Launch Convening
- Abriendo Puertas/Opening Doors curriculum
- Big 3 training modules
- Follow up Convening
- Additional support provided as needed

## Ideal For:

School districts and a core team who are ready to engage in in-depth trainings, participate in an intensive, **cohort model** with other transformative school districts, and participate in cross collaboration and opportunities to work through problems of practice.

Targeted Family Partnerships

02

## Supports:

- Trainings specifically for your district core team
- Abriendo Puertas/Opening Doors curriculum
- Big 3 training modules

## Ideal For:

School districts and a core team who are looking for trainings **specifically** for their district and community.

Universal Family Partnerships

03

## Supports:

- Virtual trainings offered every month
- Abriendo Puertas/Opening Doors curriculum
- Big 3 training modules

## Ideal For:

Any interested **individual** who wants to engage with family partnership trainings. Flexibility to choose training modules, **offered virtually every month.**



# Training Registrations



Or visit <https://sinfronterasep.org/family-partnership-trainings>

Questions? Email [valeria@sinfronteras.org](mailto:valeria@sinfronteras.org)

# NEXT STEPS

REMINDER: Your Equity Facilitator will contact you from a @hprec.com email address. Not SPAM.



# Next Steps

- The public can comment in writing at [draft.actionplan@state.nm.us](mailto:draft.actionplan@state.nm.us) through June 17.
- Website Resources for Equity Council Leads:  
<https://webnew.ped.state.nm.us/bureaus/yazzie-martinez-updates/>
- Questions or Comments?  
[YazzieM.Inquiry@state.nm.us](mailto:YazzieM.Inquiry@state.nm.us).



# Martinez and Yazzie Consolidated Lawsuit Website Re-Org

- Pages for each Equity in Action item
- Webinars and trainings page
- Advisement Process page
- Support and Accountability page



## Martinez and Yazzie Consolidated Lawsuit

Equity Councils

Trainings and Webinars

Equity Council Resources

Readiness Assessment

Culturally and Linguistically  
Responsive Framework

Advisement Process

Support and Accountability

Frequently Asked Questions



# Closing

