

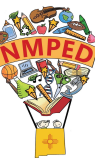
# Welcome- We are grateful you are here!

Statewide Equity Council Leads 2022

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

TIME	ITEM
3:30 pm - 4:10 pm	Welcome & Overview
4:10 pm - 4:50 pm	Culturally and Linguistically Responsive Inventory
4:50 pm - 5:00 pm	Preview, Appreciations & Close

EQUITY COUNCILS 2022



**Some  
things to  
note  
about  
our  
Zoom  
meeting:**

1. Participants can update their names, please add your district, charter school, or Equity Council Support Hub role after your name to support with introductions.
2. Participants can share their screens, video, and audio in the Zoom meeting.
3. The chat may not be monitored by presenters during whole group settings, please keep this in mind as the meeting progresses.
4. Slides are available on the website under: [Trainings and Webinars](#)



# Meeting Objectives

1. Build relationships;
2. Launch statewide work;
3. Highlight Culturally and Linguistically Responsive (CLR) Inventory tools; and
4. Clarify expectations and supports for the year.



# 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*



# Breathing & Grounding



# THE EQUITY COUNCIL 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 Support Hub Introductions

1. Name
2. Pronouns
3. What I'm looking forward to this year...

EC Support Hub member information is available in the Google Drive under:

[07. Equity Council Support Hub](#)





# OVERVIEW

Where We've Been

Where We Are

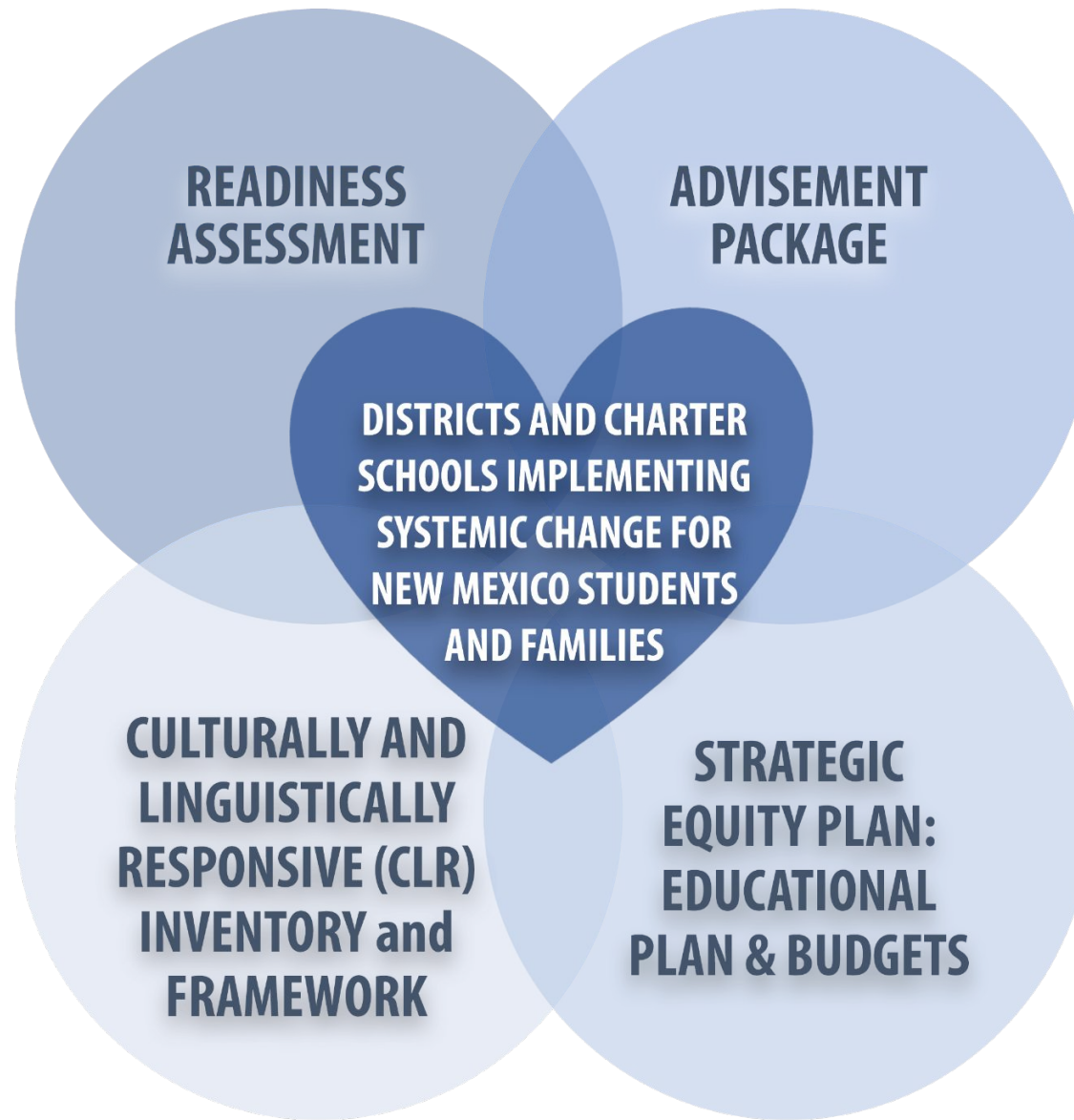
Where We're Going



# 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?*





One pager is available on the homepage of the website and titled: [Equity Councils: Equity in Action](#)

# Regional Launches

- Visited **five** communities
  - Raton, Cuba, Albuquerque, Silver City, Roswell
- Connected with **78** Equity Council leaders
- Representation from **29** Charter Schools and **34** Districts
- That serve **199,987** students

Onboarding content is available on the website under: [Equity Councils](#)



# Our Goals for 2022-2023

1. Establishing relationships (offer a full-year of support)
2. Differentiating 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 (complete at least two items)
5. Focusing on interdependency
6. Aligning with existing laws, policies, and guidance (e.g. Black, Hispanic, Indian Education Acts.)



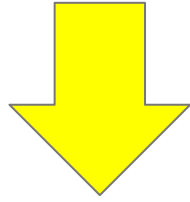
# Expectations for 2022-2023

- Complete at least two Equity in Action Items
- More time to build relationships
- No new content, only depth
- Differentiation
- Accountability with support





# Statewide Meeting Topics 2022-2023



SEP	OCT/NOV	DEC/JAN	FEB/MAR	APR	MAY
Regional Sessions in Person	Culturally and Linguistically Responsive Inventory and Framework	Strategic Equity Plan, Budgets, and NM DASH Supplemental Modules	Advisement Package	Planning for Summer and Fall	Closing/ Celebration Year 4



# CLR INVENTORY

# What is it and where can I find it?



- Content is available on the website under: [Culturally and Linguistically Responsive Framework](#)
- The CLR Inventory is available directly at: [CLR Framework Inventory](#)
- The CLR Schooling by Design Tool is available directly at: [CLR/Schooling by Design Tool \(PDF\)](#)



# CLR Inventory

0

- WHO ARE OUR UNDERSERVED STUDENTS AND FAMILIES?

1

- WHAT DESIRED OUTCOMES DO FAMILIES HAVE FOR THEIR CHILDREN?

2

- WHAT ONGOING EVIDENCE WILL WE COLLECT?
- HOW WILL WE KNOW WE ARE MEETING THE OUTCOMES FOR OUR UNDERSERVED?

3

- WHAT PLAN WILL RESULT IN INCREMENTAL PROGRESS TOWARD OUR OUTCOMES?

4

- HOW WILL WE ENSURE CONSISTENT ATTENTION TO THE NEEDS OF OUR UNDERSERVED?



# The CLR Inventory

**Culturally and Linguistically Responsive Framework Inventory**

Instructions: District, school, and charter school CLR Team members should complete this inventory individually and/or collectively in order to determine which CLR framework components may need more focus and/or intentionality.

The Culturally and Linguistically Responsive Framework Inventory will be submitted in SharePoint *along with* the Visual Representation and Description of the CLR Framework.

The NMPED Vision: Students in New Mexico are engaged in a culturally and linguistically responsive educational system that meets the social, emotional, and academic needs of ALL students.

The NMPED defines CLR as validating and affirming an individual's home culture and language to create connections with other cultures and languages in various social contexts.

The Culturally and Linguistically Responsive Framework Inventory	We have a well-informed answer to this question for use to enhance or build upon our current CLR framework.	We have begun to research / collect information to answer this question.	We are in the beginning stages of exploring this question.
<b>STAGE 0: Who are our underserved student populations and their families and communities? What desired outcomes do these families and communities have for their child's education?</b>			
Task 0A: Personal Perspective/Bias Analysis – Are we (individually and collectively) approaching the work of CLR with a commitment to truth, racial healing, and transformation (TRHT) <sup>1</sup> ?			
Task 0B: Do we know who our underserved student populations and their families and communities are?			
Task 0C: What does a day/week/month/year in the life of our underserved student populations look like?			
Task 0D: Centering CLR - What does it look like to center CLR in our district, school or charter school within the historical and current state of institutional power?			
Task 0E: Student/Family/Community Landscape Analysis - What do our underserved student populations and their families desire in terms of outcomes for students?			
Task 0F: Data - What does our data say about the holistic health, identity development, college and career readiness of our underserved student populations compared to what these students and their families hope for their educational			

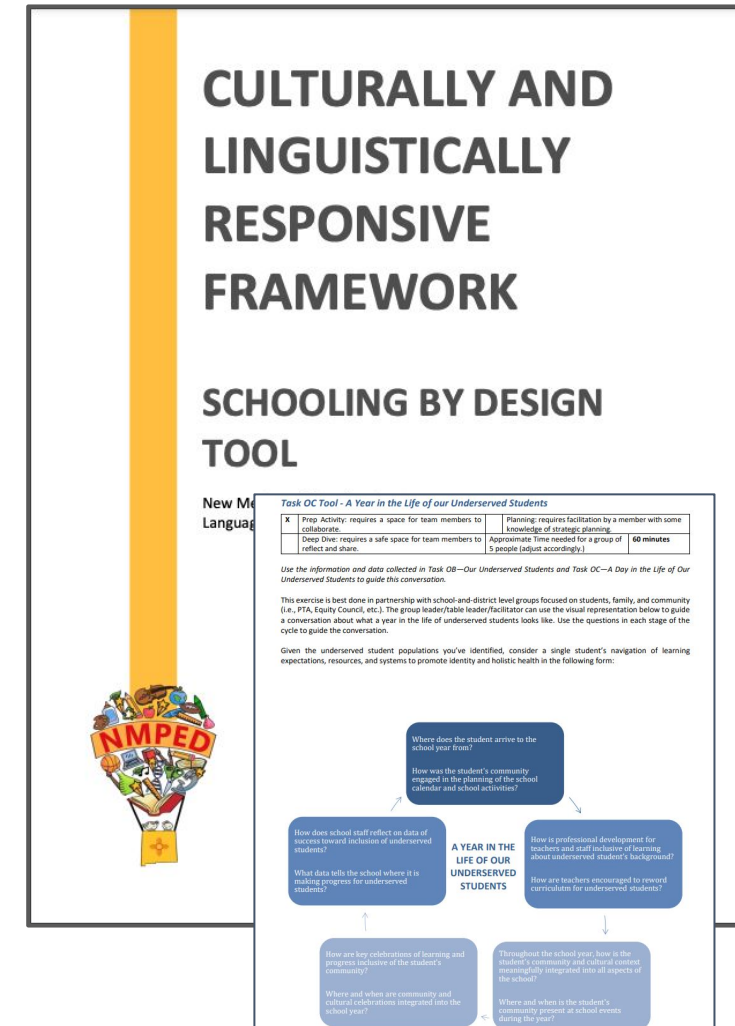
<sup>1</sup> TRHT seeks to unearth and jettison the deeply held, and often unconscious, beliefs created by racism – the main one being the belief in a "hierarchy of human value." From the Kellogg Foundation's "Heal Our Communities" project: <https://healourcommunities.org/>

New Mexico Public Education Department, Identity, Equity, and Transformation Division—June 2020



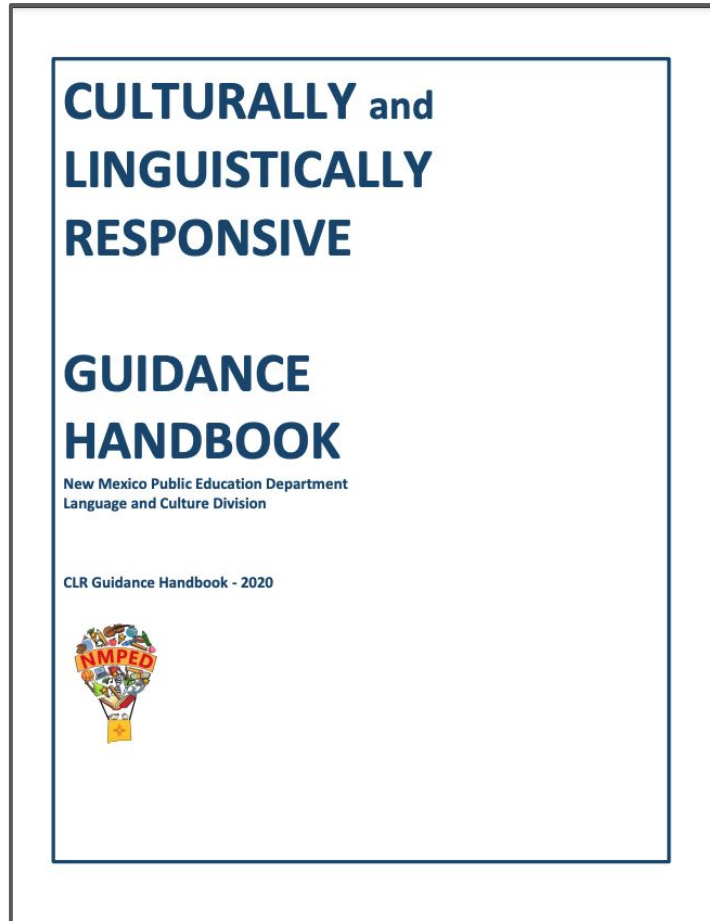
# Highlights from the CLR Schooling By Design Tool:

- Practical tools that support with the CLR inventory and are student-and-family centered
- Allows users to implement at their own pace and their own timeline
- Is purposefully aligned with the CLR handbook



# More Information on CLR

This handbook is focused on CLR theoretical frameworks and research.



Available on the  
Language and  
Culture Division  
website under:  
[CLR Instruction](#)





# Additional Resources

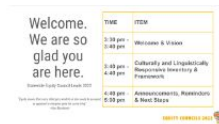
## TRAININGS AND WEBINARS

Home / Offices and Programs / Martinez and Yazzie Consolidated Lawsuit / Trainings and Webinars

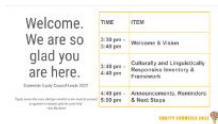
### 2022 EQUITY COUNCIL TRAININGS AND WEBINARS



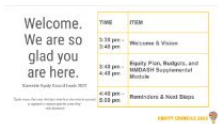
June 2022 Closing Year 3 PPT (PDF)



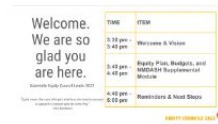
June 2022 Closing Year 3 (web, video)



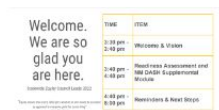
May 2022 Advisement Package PPT (PDF)



May 2022 Advisement Package (web, video)



April 2022 CLR Inventory & Framework PPT (PDF)



April 2022 CLR Inventory & Framework (web, video)



March 2022 Strategic Equity Plan, Budgets, NM DASH Supplemental Module PPT (PDF)



March 2022 Strategic Equity Plan, Budgets, NM DASH Supplemental Module (web, video)



### 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

Videos and slides are available on the website under:

[Trainings and Webinars](#)



# BREAKOUTS BY EQUITY FACILITATOR

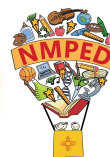
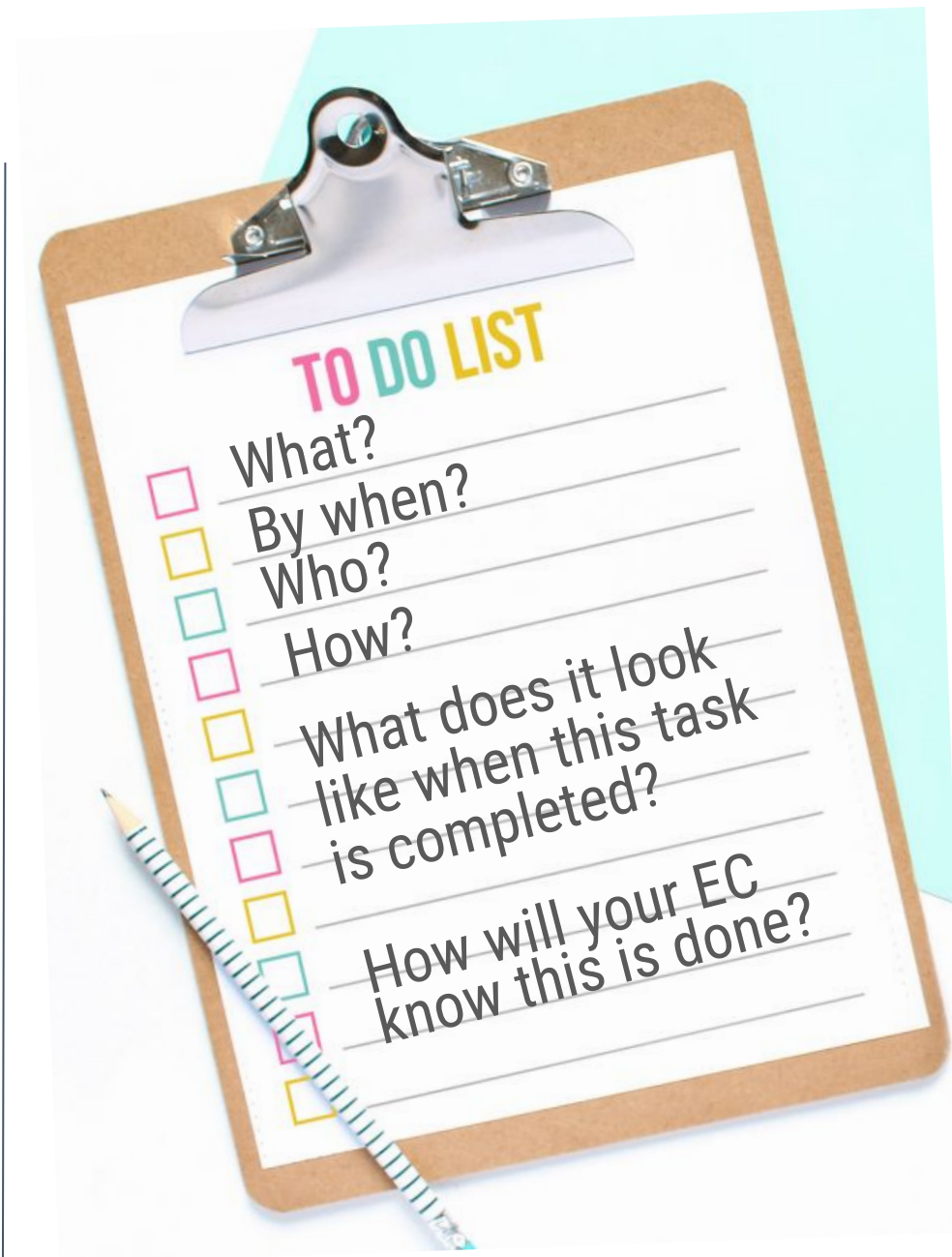
# Breakouts

- Who is brand new?
- Who has already completed two equity in action items?
- Are there any Equity Council Leads who would be open to mentoring Equity Council leads from other charter schools and districts restarting?
- How does the CLR inventory and framework support students?
- How does the CLR inventory and framework support existing school systems?
- Email your Equity Facilitator: What are your next steps before our November meeting? How can they help you?



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.



# Welcome Back

As you rejoin us, please type into chat anything important you remembered or learned in your small group that may be helpful to the large group



# PREVIEW



# November Preview

- We'll look at CLR Frameworks
- If you have completed a framework and would like to lead a breakout group, please contact Ian - [iesquibel@hprec.com](mailto:iesquibel@hprec.com)
- Participants will be able to opt into the breakouts with a charter school or district with whom they resonate (size, location, etc.)
- REMINDER: Your Equity Facilitator will contact you from a [@hprec.com](mailto:@hprec.com) email address. Not SPAM.



# APPRECIATIONS & CLOSE

<b><i>Frequently Asked Questions</i></b>	<b>Folder/Document/Form</b>
<i>How can I see the materials my districts or charter schools has submitted?</i>	<a href="#"><u>SharePoint</u></a>
<i>How do I log into SharePoint?</i>	<a href="#"><u>Equity SharePoint</u></a>
<i>How do Equity Council Leads request SharePoint access?</i>	<a href="#"><u>EC Lead SharePoint Access</u></a>
<i>How do the Equity Council Leads change contact information for their district/charter?</i>	<a href="#"><u>EC Lead Contact Info Update</u></a>
<i>How do Equity Council Leads access/create a STARS account?</i>	<a href="#"><u>STARS Account Directions</u></a>

