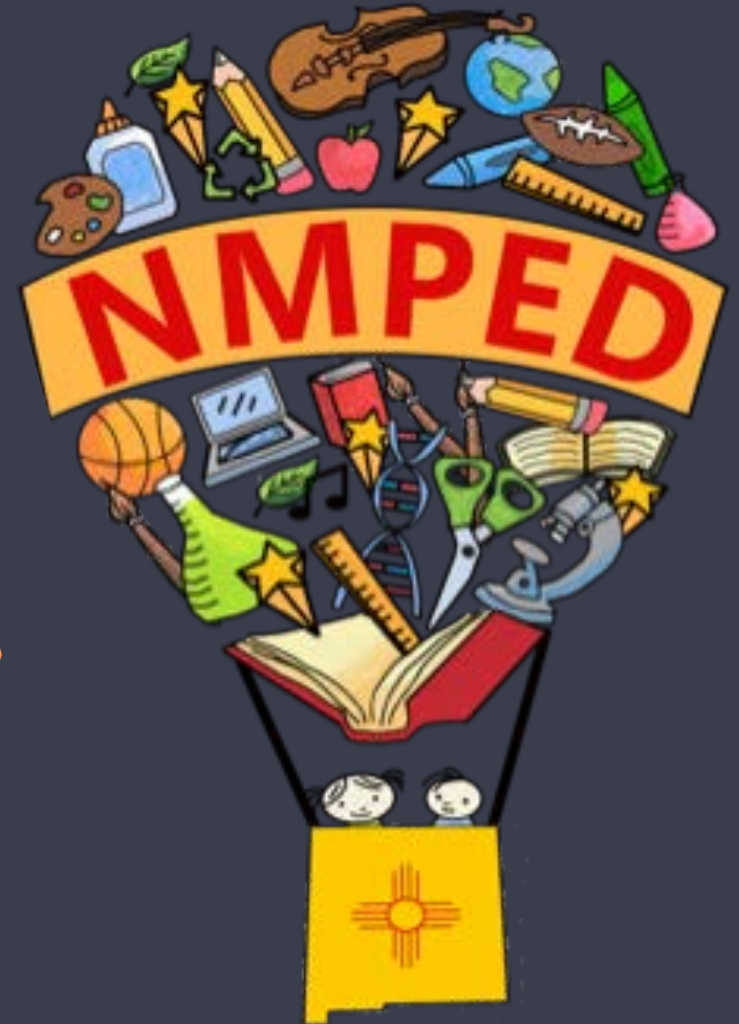


# Equity Council Statewide Meeting

APRIL 2020

*Investing for tomorrow, delivering today.*



# What are we sharing today?



- Reconvene District and Charter School Equity Council (EC) Leads.
- Develop a common understanding about the EC deadlines and expectations for equity work to move forward; learn before informing.
- Understand how ECs are operating under the current health order and the status of their readiness assessment.
- Gather information about further support needed.

# *How do we see equity in this time?*



Kara Bobroff, Deputy Secretary  
Identity, Equity, and Transformation

1. EC Lead and Members Identified.

2. EC Lead guides council in building relationships and defining equity.

3. EC explores resources and supports for skills building and deep learning.

6. EC supports with school-level Culturally and Linguistically Responsive Frameworks.  
Due July 31<sup>st</sup>

5. EC Lead guides council through the Readiness Assessment.  
Due June 15<sup>th</sup>

4. EC Lead guides council in design of an advisement package.  
(Optional)

# Equity Council Timeline

# Let's hear from an EC Lead

Laura Adkins, Clovis Municipal Schools



*What are some ideas on how to convene ECs and move forward during the health order?*

USE THE CHAT BOX AND WE WILL SHARE OUT.



# Martinez & Yazzie Consolidated Lawsuit Website Tour - Resources



## MARTINEZ AND YAZZIE CONSOLIDATED LAWSUIT UPDATES

Home / Offices and Programs / Martinez and Yazzie Consolidated Lawsuit Updates

Under the leadership of Governor Michelle Lujan Grisham, the state has decided the best path forward for our students is to accept the Court's ruling, rather than appeal, and work to address the Court's concerns. Remedying the identified deficiencies, adhering to the requirements applicable legal directives, and creating positive educational experiences and improved outcomes for all of our students will require effort and cooperation from all parties, including the NMPED, districts, charter schools, higher education institutions, Tribes, families, and other education stakeholders.

The NMPED will be pursuing a four-part strategy that will create an effective and equitable system of supports for all students focused on root-cause analysis, equity-focused leadership and continuous improvement, and culturally and linguistically responsive curriculum and pedagogy. To help achieve the goals listed above, districts and charter schools must initially concentrate on the development of the following:

- 1. Establishment of Local Equity Councils ([click here to learn more](#))
- 2. Completion of Martinez Yazzie Readiness Assessment to Support Schools ([click here to learn more](#))
- 3. Implementation of a Culturally and Linguistically Responsive Framework for Every School ([click here to learn more](#))













### Martinez and Yazzie Consolidated Lawsuit Updates

- Culturally and Linguistically Responsive Framework
- Equity Councils
- Frequently Asked Questions

# Equity Councils

### EQUITY COUNCIL RESOURCES

 <p><b>November 22, 2019 Memo from Deputy Secretary Kara Bobroff Regarding District and Charter Level Superintendent's and Charter Director's Equity Councils (PDF)</b></p>	 <p><b>EC Onboarding Training Workbook (PDF)</b></p>	 <p><b>EC Essential Questions/FAQs (PDF)</b></p>	 <p><b>EC Advisement Process (DOC)</b></p>
 <p><b>EC Selection Rubric (DOC)</b></p>	 <p><b>EC Advisement Template (DOC)</b></p>	 <p><b>EC Orientation Meeting Example (PDF)</b></p>	 <p><b>Nov. 2019 Equity Council Webinar Slides and Frequently Asked Questions Revised (PDF)</b></p>
 <p><b>Sample Template for Consortium Agreement for Multi-District and Multi-Charter</b></p>	 <p><b>Superintendent's/Charter School Executive Director's Equity Council Submission Form</b> <i>Please note: Superintendents and</i></p>		



# Frequently Asked Questions

## FREQUENTLY ASKED QUESTIONS

Home / Offices and Programs / Martinez and Yazzie Consolidated Lawsuit Updates / Frequently Asked Questions

### QUESTIONS ABOUT REQUIREMENTS AND LAW

**1. UNDER WHAT AUTHORITY ARE THE EQUITY COUNCILS BEING ESTABLISHED?**

The Superintendent's or Executive Director's Equity Councils are established under the authority of the Court's decision in the Martinez and Yazzie consolidated lawsuit.

**2. WHAT AUTHORITY DO THE EQUITY COUNCILS HAVE?**

Superintendent's or Executive Director's Equity Councils are advisories that focus on assisting school districts and charter schools with actions that are responsive to the Court's order in the Martinez and Yazzie consolidated lawsuit.

**3. IS THIS REQUIRED FOR EVERY SCHOOL?**

Yes. Every district, its schools, and all charter schools in New Mexico must participate.

**4. IS THE CREATION OF THE EQUITY COUNCILS MANDATORY?**

Part of the State's response to the specific findings in the Court's decision in the Martinez and Yazzie consolidated lawsuit is to take immediate remedial action, which includes the establishment of Superintendent's or Executive Director's Equity Councils.



Martinez and Yazzie Consolidated Lawsuit Updates

Culturally and Linguistically Responsive Framework

Equity Councils

**Frequently Asked Questions**


Public Input

Readiness Assessment

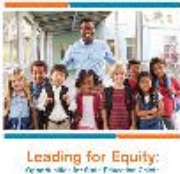
Support and Accountability

# Readiness Assessment

**PRACTICE READINESS ASSESSMENT AND RESOURCES**




**Martinez Yazzie Practice Readiness Assessment**



**Leading for Equity: Opportunities for State Education Chiefs (PDF)**

**ACCESS THE READINESS ASSESSMENT TOOL**



**Equity Council leads can click here to access the Readiness Assessment**

# CLR Framework

## CULTURALLY AND LINGUISTICALLY RESPONSIVE FRAMEWORK

[Home](#) / [Offices and Programs](#) / [Martinez and Yazzie Consolidated Lawsuit Updates](#) / [Culturally and Linguistically Responsive Framework](#)

Holding students' identity, culture, and language at the center of our work as a strength is key in the design of our schools and every aspect of our educational system. Districts and charter schools must implement a culturally and linguistically responsive framework 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. Through the work of the equity councils, districts and charter schools will engage in the development of their framework. The framework will be used to guide the allocation of district and charter school resources, professional learning, staffing, culturally and linguistically responsive curriculum development, and assessment of progress towards implementation to support improved student outcomes, adherence to the IEA, HEA, BMEA, and the students' needs identified in the order. The final framework is due on June 30, 2020 and early submissions are strongly suggested. The school community should be engaged in the process of the development of the framework and align with the criteria provided by the NMPED. We will provide a timeline that allows for effective and authentic community engagement and development of the framework. It is expected that districts and charter schools will engage students, families, tribes, and key community stakeholders in a series of community-led conversations about the creation of the framework aimed at student outcomes that ensure wellbeing, academic achievement, and success. The NMPED will provide guidance and training for the creation and implementation of the framework.



[Martinez and Yazzie Consolidated Lawsuit Updates](#)

[Culturally and Linguistically Responsive Framework](#)

[Equity Councils](#)

[Frequently Asked Questions](#)

[Public Input](#)

[Readiness Assessment](#)

[Support and Accountability](#)

### CLR RESOURCES



[NMPED CLR Framework Roadmap Revised \(PDF\)](#)



[NMCEL: Developing a Culturally and Linguistically Responsive Educational System \(PDF\)](#)

# Public Input & Support and Accountability

## PUBLIC INPUT

[Home](#) / [Offices and Programs](#) / [Martinez and Yazzie Consolidated Lawsuit Updates](#) / [Public Input](#)

We invite you to take 10 minutes to give the NMPED feedback on the Martinez and Yazzie consolidated lawsuit (Martinez/Yazzie).

For questions, concerns, or suggestions on how the PED can best serve New Mexico's students, you can also send an email to: [YazzieM.Inquiry@state.nm.us](mailto:YazzieM.Inquiry@state.nm.us).

### MARTINEZ/YAZZIE READINESS ASSESSMENT AND EQUITY PLAN SURVEY

This survey is for districts and charters and allows them an opportunity to provide feedback to the PED, discuss the resources and support they need, and ask questions regarding the readiness assessment and equity plan process.

### EQUITY COUNCILS FEEDBACK SURVEY

This survey is for districts and charters and allows them an opportunity to provide feedback to the PED, discuss the resource

### NMDASH: PROGRESS MONITORING AND SCHOOL TRANSFORMATION ONLINE PLANNING TOOL SURVEY

NMDASH, the state's online school planning tool, will include a functionality for addressing the needs of at-risk students, incl or students with disabilities through root-cause analysis. The NMPED initially has selected certain schools currently impleme function, with full implementation in all schools planned for the 2020-2021 school year. This survey is for schools utilizing NM

### SCHOOL-LEVEL CULTURALLY AND LINGUISTICALLY RESPONSIVE FRAMEWORK SURVEY

This survey is intended for the school community and allows districts and charters an opportunity to provide feedback, requ

## SUPPORT AND ACCOUNTABILITY

[Home](#) / [Offices and Programs](#) / [Martinez and Yazzie Consolidated Lawsuit Updates](#) / [Support and Accountability](#)

The NMPED will continue to monitor various programs and outcomes for each school, district, and charter school. The Court's order called for increased oversight by the Department. To that end, the NMPED will provide support to districts and charter schools and will implement the New Mexico Spotlight system to track annual progress.

Districts and charter schools will receive further guidance from the NMPED for each area identified as guidance as it is developed with early adopter districts and charter schools. Regional trainings and webinars will also be provided.

If a district or charter school is making insufficient progress in implementing its framework and addressing the learning needs of all students, NMPED will initiate a progressive action plan to assist. First, NMPED will help the district or charter school determine specific areas in need of improvement. Next, if the district or charter school is still unable to make needed progress, NMPED will undertake on-site monitoring with the district and school leadership to directly address areas of insufficient progress or noncompliance. If, after this focused support, the district or charter school continues to inadequately address deficiencies, NMPED may take further action [under Section 22-2-14 NMSA 1978] to ensure that funds, staff, and resources are appropriately directed to address areas of noncompliance in the most severe and extreme circumstances.

All of us must work together to fulfill the requirements of the Court's decision and order. We look forward to working with all of you to enhance the educational experience of our students, so that they are healthy secure in their identity, and holistically prepared for college, career, and life.

# Readiness Assessment

What's your plan?

USE THE CHAT BOX AND WE WILL SHARE OUT.

# Ideas on how to take the Readiness Assessment during the Health Order:

Convert the Readiness Assessment into your own Google Form or SurveyMonkey that your council can take individually and then together.

Send out a copy of the Readiness Assessment so that each member can review before you come together as a group.

Decide how you would like to take the Readiness Assessment:

- 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

Combine two components based on your local context, time allotted for taking the readiness assessment, etc.

# To-do for next Equity Council statewide meeting

## PLEASE USE THE POLL

EARLY (Working towards convening EC)	DEVELOPING (Need to re-convene EC)	EMERGING (Have continued EC meetings)
Choose a date for a virtual meeting.	Choose a date for a virtual meeting/Create a regular meeting cadence.	Choose a date for a virtual meeting.
Review workbook from statewide convening (Martinez and Yazzie webpage).	Review notes from previous meeting.	Review notes from previous meeting.
Design agenda & PPT (see Martinez & Yazzie webpage for a template)	Review workbook from statewide convening (Martinez and Yazzie webpage).	Review Readiness Assessment results (if applicable).
Practice using virtual meeting tool. (Zoom, GoToWebinar, Google Hangouts, etc.)	Review the Readiness Assessment and plan how you will manage your process.	OR: Review the Readiness Assessment and plan how you will manage your process.
Host your first meeting.	Design agenda and PPT.	Design agenda and PPT.
	Do a practice run using your virtual meeting tool. (Zoom, GoToWebinar, Google Hangouts, etc.)	Host your next meeting.
	Host your next meeting and co-create a plan for skills building and deep learning for the Fall.	15

# Next Steps

- **Equity Council Trainings**
  - You have completed the poll asking you to select one of the following:
    - ✓ Early – Working towards convening EC
    - ✓ Developing - Need to re-convene EC
    - ✓ Emerging - Have continued EC meetings
  - You will receive an invite to join the next meeting – Early May.
  - Upcoming CLR Webinar – End of May
- **Equity Council Resources**
- **Ensure you are listed as EC Lead in SharePoint**



Questions?

USE THE Q&A BOX AND WE WILL RESPOND.

