

## IDENTITY, EQUITY, & TRANSFORMATION (IET) TEAM



# THE MARTINEZ AND YAZZIE 4-PART STRATEGY

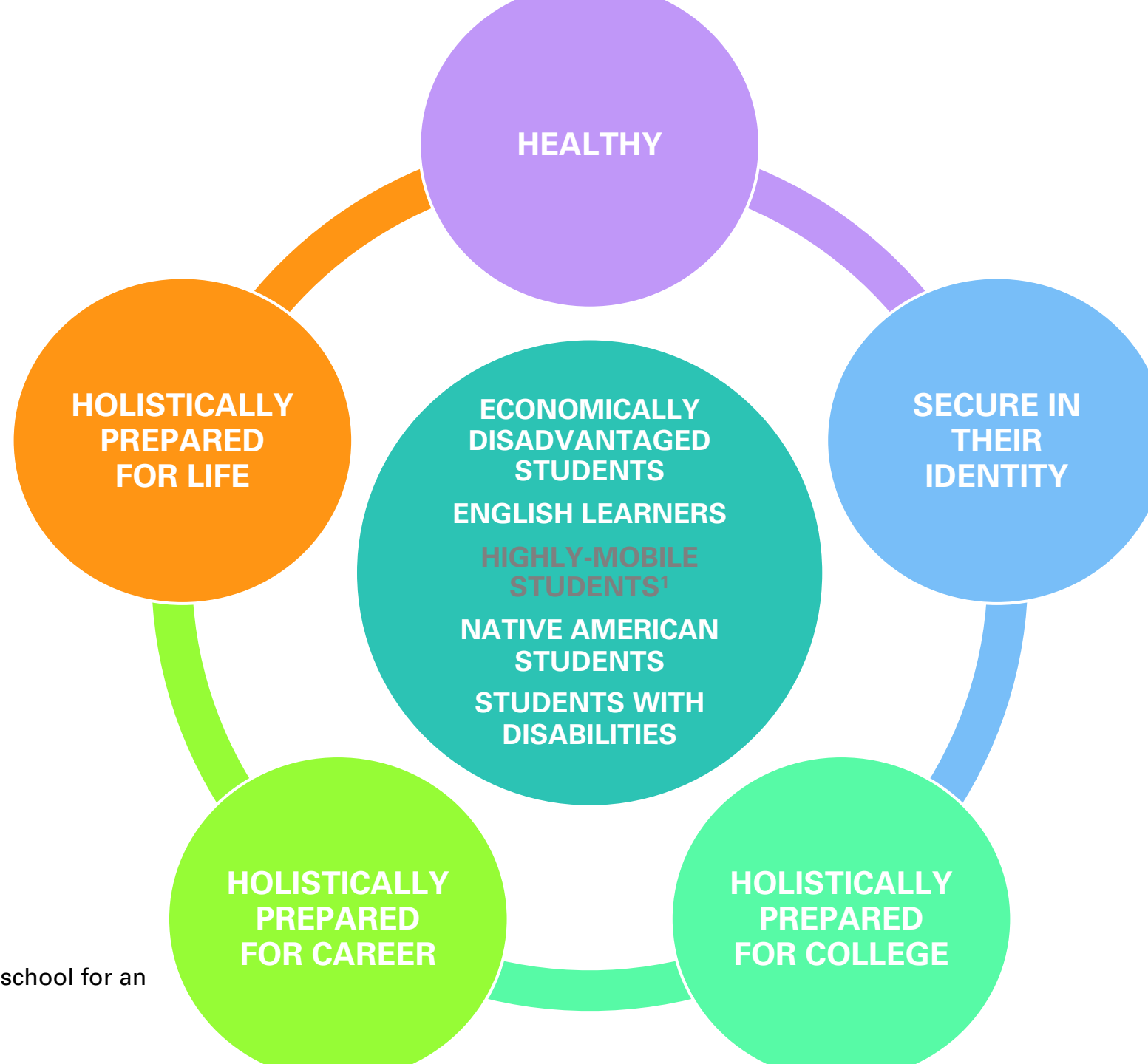
THE  
ESTABLISHMENT  
OF DISTRICT AND  
CHARTER  
SCHOOL EQUITY  
COUNCILS

THE MARTINEZ  
AND YAZZIE  
READINESS  
ASSESSMENT

IMPLEMENTATION  
OF SCHOOL-LEVEL  
CULTURALLY AND  
LINGUISTICALLY  
RESPONSIVE (CLR)  
FRAMEWORKS

SUBMISSION AND  
IMPLEMENTATION  
OF 90-DAY PLANS  
THROUGH THE  
NMDASH

# VISION FOR MARTINEZ AND YAZZIE STUDENT GROUPS



<sup>1</sup> An “at-risk student” means a student who:

- is designated an English language learner;
- is economically disadvantaged;
- is Native American;
- has a disability; or
- is highly mobile, as shown by a failure to remain in school for an entire year or consecutive years.

# THE CLR FRAMEWORK ROADMAP



## 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

OCT	Districts and charter schools receive the Martinez and Yazzie consolidated lawsuit (Martinez/Yazzie) letter 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.
NOV	The NMPED and the Identity, Equity, and Transformation (IET) team provide guidance on Martinez/Yazzie and the role of the equity councils.
DEC	The NMPED IET hosts round tables for school boards, charter school governing bodies, superintendents, charter school executive directors, and Tribal Department of Education Directors.  Districts and charter schools establish equity councils by December 9-16, 2019.
JAN	The NMPED IET offers support to equity councils on the Martinez/Yazzie Readiness Assessment.  The NMPED IET 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.
FEB-MAR	Equity councils complete the Martinez/Yazzie Readiness Assessment by February 3, 2020.  The NMPED IET provides regional trainings to equity councils with a primary focus on the Martinez/Yazzie Readiness Assessment and submitting an equity plan.
APR-MAY	The NMPED IET hosts round tables for school boards, charter school governing bodies, superintendents, charter school executive directors, and Tribal Department of Education Directors.  Equity councils complete the equity plan by April 1, 2020.  The NMPED IET provides regional trainings to equity councils on supporting with the establishment of school equity teams and the creation of school-level CLR frameworks.
MAY-JUN	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 Vistas.
JUN	The school-level CLR frameworks are submitted to the NMPED by June 30, 2020, and adopted and implemented by districts, charter schools, and schools.
JUL	The NMPED IET 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.

### NMPED Equity Team

**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 NMDASH includes CLR framework components in all aspects of reporting, and launch with early-adopter schools.  
**Supports** districts, charter schools, and schools through feedback in the NMDASH, the New Mexico Vistas, regional trainings, webinars, and guidance handbooks to ensure co-creation with parents, families, Tribes and community stakeholders.  
**Collaborate** with the Higher Education, Indian Affairs, and Finance and Administration departments on key aspects of Martinez/Yazzie.

### School Boards and Charter School Governing Bodies

**Continue** to provide support and leadership for districts and charter schools.

### 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.  
**Analyze** the Martinez/Yazzie Readiness Assessment data at regional trainings hosted by the NMPED, and **establish** an equity plan.  
**Support** the adoption, creation, or revision of school-level CLR frameworks.

### School-level CLR Frameworks

**Adopt, create, or revise** the school-level CLR framework integrating learnings from parents, families, Tribes, and community stakeholders.  
**Submit and implement** 90-day plans to the NMDASH and use data from the New Mexico Vistas to track annual progress with specific focus on economically disadvantaged students, English learners, Native American students, and students with disabilities.  
**Empower** teachers and the school community to implement the school-level CLR framework.

### Students

**Inform** the equity council, readiness assessment, equity plan, and the school-level CLR Framework.  
**Engaged** and **supported** culturally, linguistically, socially, emotionally, and academically.

### 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.



# HIGHLIGHTS OF THE CLR FRAMEWORK ROADMAP

1. Provided a timeline
  - The IET is providing differentiated support to districts and charter schools as they work to meet and to re-establish their timelines.
2. Clarified the roles and responsibilities of the:
  - NMPED Equity Team
  - School Boards and Charter School Governing Bodies
  - Equity Councils
  - School-level CLR Framework
  - Students
  - Parents, Families, Tribes, and Community Stakeholders

# THE STRATEGY WITHIN THE IET TEAM



The Equity Councils



Culturally and  
Linguistically Responsive  
Frameworks





# THE IET TEAM

- Charter School Division
- Indian Education Division
- Language and Culture Division
- Special Education Division

# EQUITY COUNCILS

Ongoing monthly state-wide meetings (December-present)

March 5/6 in-person convening with the IET team

Providing targeted support for implementation of the CLR Framework Roadmap



# CONNECTION TO THE CLR FRAMEWORK ROADMAP:

## District/Charter School Executive Director's Equity Councils

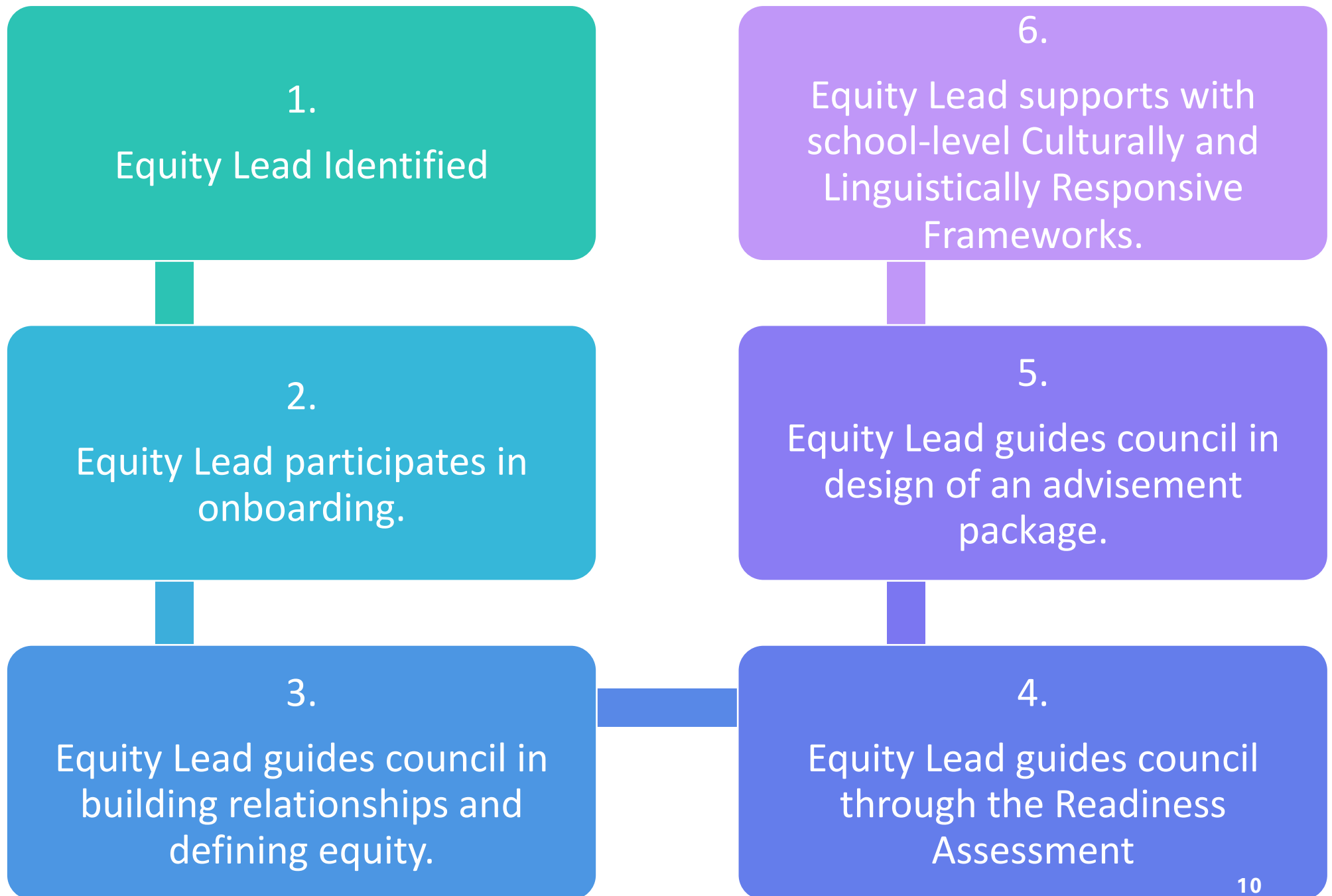
---

**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.

**Analyze** the Martinez/Yazzie Readiness Assessment data at regional trainings hosted by the NMPED, and **establish** an equity plan.

**Support** the adoption, creation, or revision of school-level CLR frameworks.

# EQUITY COUNCIL PROCESS



# EQUITY COUNCIL STAGES:



<b>EARLY</b> (Have not convened their Equity Council)	<b>DEVELOPING</b> (Have not met since early March)	<b>EMERGING</b> (Have continued Equity Council 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.	

# EQUITY COUNCIL M/Y READINESS ASSESSMENT



Each member reviews before coming together as a group.



May convert the Readiness Assessment into a Google Form or SurveyMonkey so that council can take individually and then together



Councils decide how they want to take the Readiness Assessment.



Councils may combine two components based on local context, time allotted for taking the readiness assessment, etc.

# EQUITY COUNCIL ADVISEMENT PACKAGE:

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

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>Review and research relevant information (Readiness Assessment + district/charter school policies, programs, procedures, etc.).</b>	Brainstorm ideas for advisements to Superintendents, Executive Directors, School Boards, and Charter School Governing Bodies 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.

# THE SCHOOL- LEVEL CLR FRAMEWORKS



The first CLR Framework training was this month.



About 200 total attendees during three sessions



The CLR Guidance Handbook and CLR/Schooling by Design (SbD) Tool available to districts and charter schools in June.

# CONNECTION TO THE CLR FRAMEWORK ROADMAP:

## School-level CLR Frameworks

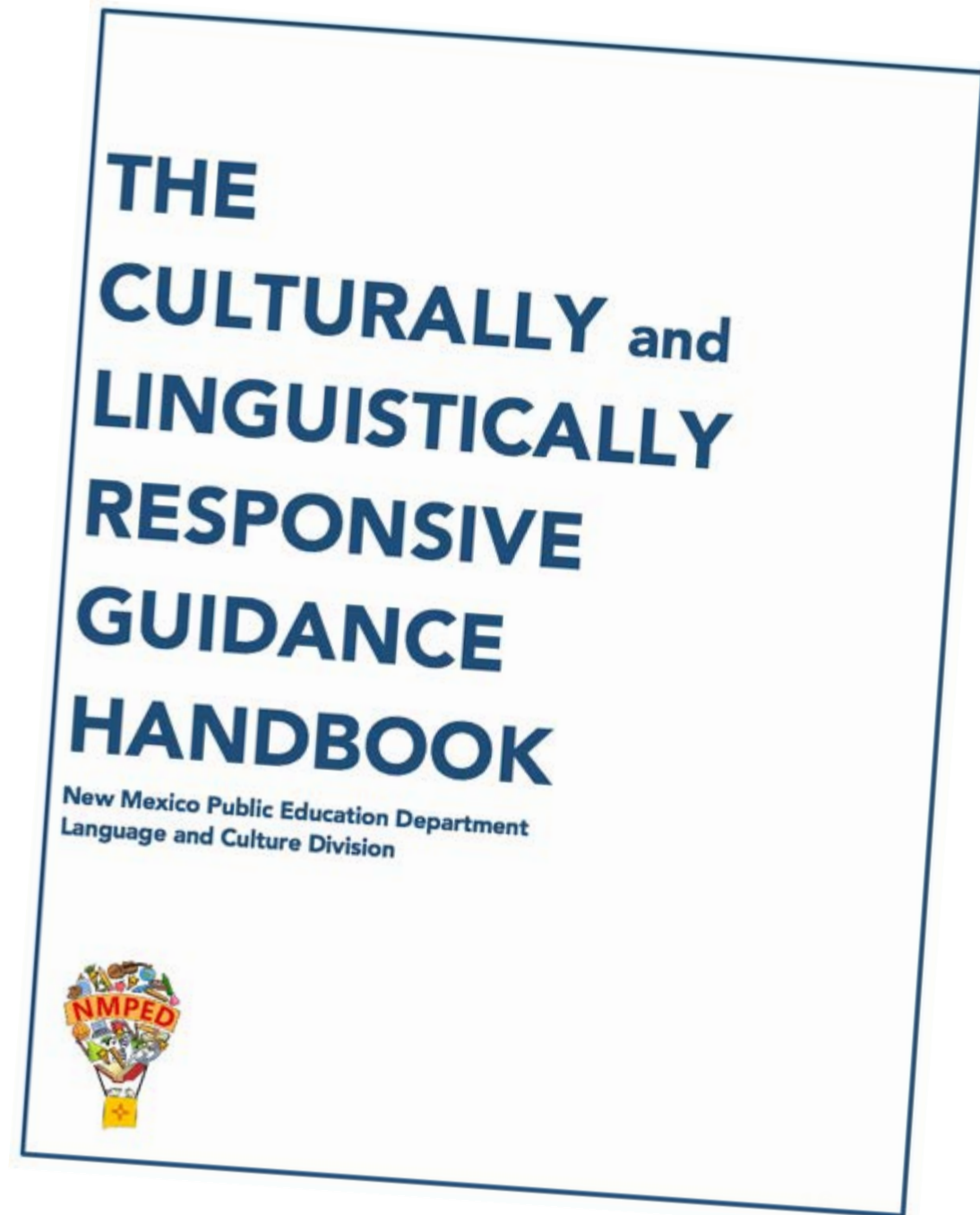
***Adopt, create, or revise*** the school-level CLR framework integrating learnings from parents, families, Tribes, and community stakeholders.

***Submit and implement*** 90-day plans to the NMDASH and use data from the New Mexico Vistas to track annual progress with specific focus on economically disadvantaged students, English learners, Native American students, and students with disabilities.

***Empower*** teachers and the school community to implement the school-level CLR framework.

# THE CLR HANDBOOK

Available on the Language and  
Culture Division's Website





# CLR/SbD TOOL: STAGES OF BUILDING A CLR FRAMEWORK



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 NMPED EQUITY TEAM



Inform the implementation  
of the 4-part strategy.



Inform how to begin to align  
our work to include a focus  
on Martinez and Yazzie  
student groups.



# CONNECTION TO THE CLR FRAMEWORK ROADMAP:

## NMPED Equity Team

***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 NMDASH includes CLR framework components in all aspects of reporting, and launch with early-adopter schools.

***Supports*** districts, charter schools, and schools through feedback in the NMDASH, the New Mexico Vistas, regional trainings, webinars, and guidance handbooks to ensure co-creation with parents, families, Tribes and community stakeholders.

***Collaborate*** with the Higher Education, Indian Affairs, and Finance and Administration departments on key aspects of Martinez/Yazzie.

# NEXT STEPS



- Continue to provide differentiated support and training to Equity Councils and CLR school-level groups.
- Rulemaking
- Leveraging the NMPED Equity Team
- Engaging Advisory Councils and other constituents

+

o

•