



## Black Education Act

Preservation of one's own culture does not require contempt or disrespect of other cultures.

-Cesar Chavez



# Black Education Act 101

## Public Education Commission

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# The Black Education Act

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**In response to the Martinez-Yazzie lawsuit, the Act improves educational outcomes and school experience for black students to ensure diversity, inclusion, accurate representation, and equitable access.**

**The Black Education Act (BEA) is formally known as House Bill 43 was passed in 2021 during the regular Legislation session.**

**Gov. Lujan Grisham signed the bill into law on April 5, 2021. and the law took effect on July 1, 2021.**



**New Mexico Public Education Department**  
**Black Education Act Bureau Organizational Chart**

**Identity, Equity, and Transformation Division**  
Deputy Secretary Dr. Candice Castillo

**Black Education Act Team (when fully staffed)**

**Black Education Act Liaison**  
(Oversee all aspects of BEA, including the team)

**Black Education Act Advisory Council**

**Anti-Racism Anti-Oppression Portal**

**Professional Learning Coordinator**

**Curriculum Coordinator**

**Family & Community Engagement Coordinator**

**Business Operations Specialist**

**Social Work Interns**

Serve as resource enabling school districts & charter schools to provide equitable & culturally relevant learning environments. Help develop anti-racism training/professional development. Identify best practices that support Black Students.

Leads all initiatives around development of programs, curricula, and instructional material that recognize & teach Black culture and anti-racism. Support teachers by making culturally relevant material easily accessible.

Assist in the development of a collaborative climate between schools and families, Develops programs & activities that engage parents in improving student achievement. Work closely with community partners to promotes student & family success

Administrative support services, which include, but are not limited to invoicing, budget reporting; preparing travel documents; routing contracts and Intergovernmental Agreements; creating requisitions and purchase orders for contracts and Intergovernmental Agreements.

Support the work and initiatives of the Black Education Act, including the Anti- Racism and Anti-Oppression Hotline.





# Who does BEA serve?

## **PreK-12 Students & Educators**

Although BEA was created to implement improvements in education for black students specifically, the statute includes tools and strategies to support ALL students.

## **Higher Education**

BEA staff will also work collaboratively with colleges and universities to improve recruitment & retention of black faculty and improve teacher preparation programs

## **Parents**

BEA staff help to develop and identify resources that empower parents/caregivers better support students



## **Student Serving Community Programs**

BEA staff assist and collaborate with community-based programs to develop & identify best practices, resources, and programs that contribute to improved outcomes for students.

# Key Mandates of BEA Advisory Council

Overseen by BEA Liaison

Secretary of Education appoints up to 23 New Mexicans who are knowledgeable about education of Black students.

Comprised of

- 3 current public school teachers or administrators
- 3 current charter school teachers or administrators
- 2 representatives of post-secondary education (including 1 rep from teacher preparation programs)
- 3 parents of currently enrolled in public education students
- 3 students currently enrolled in public education schools
- 1 representative of higher education
- 1 representative of Office of African American Affairs
- 1 representative of the developmental disabilities planning council
- Representatives of black cultural, community, and business organizations, other community and business organizations and other interested persons





# Key Mandates of BEA Advisory Council Duties

Advise Secretary of Education, school districts and charter schools on matters to improving education experience and outcomes for black students including

- Increasing parent involvement and community engagement in education of black students
- Increasing the number of black high school graduates who succeed in post-secondary academic, professional, or vocational education
- Assist in the preparation of white papers
- Develop and recommend anti-racism and cultural sensitivity training/professional development
- Advise on ways to improve & increase recruitment & retention of black teachers, faculty, educational support providers, administrators
- Help improve teacher preparation programs to include cultural awareness





## Key BEA Mandates PreK-12 Discipline Policies

Training Plans are due November 30, 2023 in DASH

Monitored by BEA Professional Learning Coordinator

### **PREVENT AND DIRECTLY ADDRESS BIAS, RACISM, AND DISCRIMINATION**

ALL Students deserve to feel safe, be treated fairly, and be represented in their schools and curriculum!

SECTION 8. Section 22-5-4.3 NMSA 1978 requires ALL New Mexico School Districts to:

A) Local school boards shall establish student discipline policies and shall file them with the department. The local school board shall involve parents, school personnel and students in the development of these policies, and public hearings shall be held during the formulation of these policies in the high school attendance areas within each school district or on a district-wide basis for those school districts that have no high school.





## Key BEA Mandates PreK-12 Discipline Policies

**Monitored by BEA Professional Learning Coordinator**

B) Each school district discipline policy shall establish rules of conduct governing areas of student and school activity, detail specific prohibited acts and activities and enumerate possible disciplinary sanctions, which sanctions may include in-school suspension, school service, suspension or expulsion. Corporal punishment shall be prohibited by each local school board and each governing body of a charter school.

## Key BEA Mandates PreK-12 Discipline Policies

Monitored by BEA Professional Learning Coordinator

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C) An individual school within a school district may establish a school discipline policy, provided that parents, school personnel and students are involved in its development and a public hearing is held in the school prior to its adoption. If an individual school adopts a discipline policy in addition to the local school board's school district discipline policy, it shall submit its policy to the local school board for approval.

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# Key Mandates of BEA PreK-12 Discipline Policies

Monitored by BEA Professional Learning Coordinator

D) All school discipline policies shall define and include a specific prohibition against racialized aggression involving a student or school personnel. Every school district and every charter school shall provide links to the statewide hotline to report racially charged incidents or racialized aggression.







# Key Mandates of BEA PreK-12 Discipline Policies

Monitored by BEA Professional Learning Coordinator

E) No school employee who in good faith reports any known or suspected violation of the school discipline policy or in good faith attempts to enforce the policy shall be held liable for any civil damages as a result of such report or of the employee's efforts to enforce any part of the policy.



# Key Mandates of BEA PreK-12 Discipline Policies

Monitored by BEA Professional Learning Coordinator

F) All public school and school district discipline policies shall allow students to carry and self-administer asthma medication and emergency anaphylaxis medication that has been legally prescribed to the student by a licensed health care provider





## Key Mandates of BEA PreK-12 Discipline Policies

**Monitored by BEA Professional Learning Coordinator**

G) The parent of a student who is allowed to carry and self-administer asthma medication and emergency anaphylaxis medication may provide the school with backup medication that shall be kept in a location to which the student has immediate access in the event of an asthma or anaphylaxis emergency.





# Key Mandates of BEA PreK-12 Discipline Policies

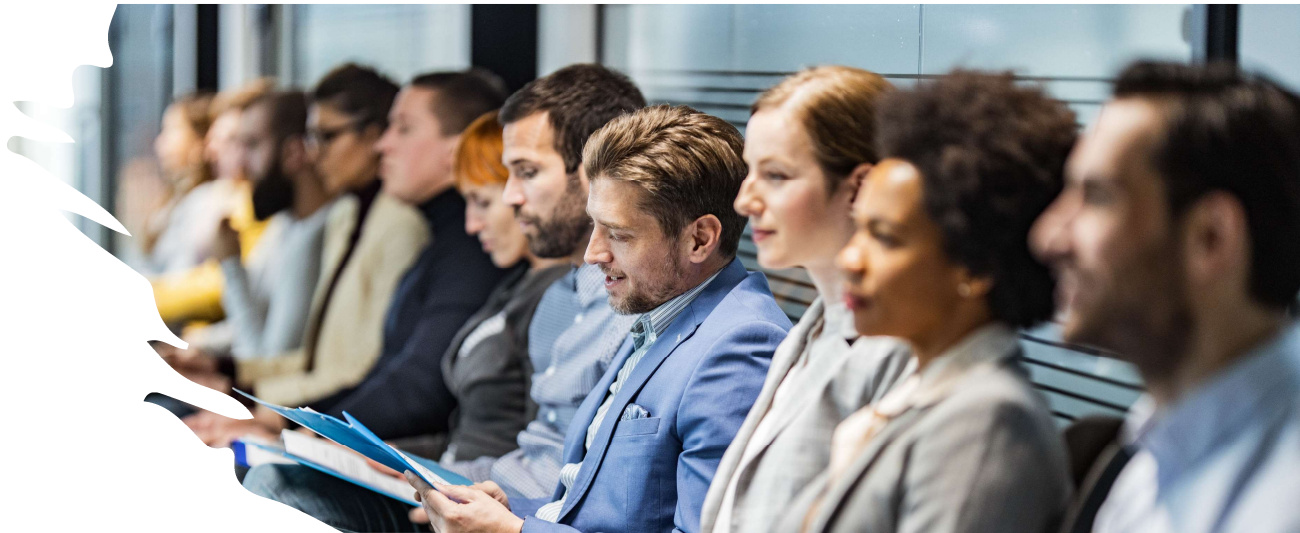
Monitored by BEA Professional Learning Coordinator

H) Authorized school personnel who in good faith provide a person with backup medication as provided in this section shall not be held liable for civil damages as a result of providing the medication."

# Key Mandates of BEA PreK-12 Training

Monitored by BEA Professional Learning Coordinator  
**Training Plans are due November 30, 2023 in DASH**

Section 9 "ANTI-RACISM AND RACIAL SENSITIVITY TRAINING AND PROFESSIONAL DEVELOPMENT.--Each year, all school personnel shall successfully complete an online or in-person antiracism, racial awareness and sensitivity training or professional development approved by the department that addresses race, racism and racialized aggression and demonstrates how to create and foster an equitable and culturally responsive learning environment for racial minority students."



# Key Mandates of BEA

## Anti-Racism Anti-Oppression Portal

Monitored by ARAO Portal Coordinator

The state must maintain and update information on the Public Education Department's website or a separate website that includes links to a statewide hotline for reporting racially charged incidents.

Every school and district and every charter school shall provide links to the statewide hotline to report school based racially charged incidents or racialized aggression.

Website: <http://bit.ly/ARAOHotline>





**Key Mandates of BEA**  
**Anti-Racism Anti-Oppression Portal**  
Monitored by ARAO Portal Manager

Anti-Racism, Anti-  
Oppression Portal  
Q-R Code  
(Scan with smartphone)



# Key Mandates of BEA Culturally Relevant Curricular

Monitored by BEA Curriculum Coordinator

- Ensure that school districts and charter schools provide equitable and culturally relevant instructional materials for Black students
- Recommend and develop curricular and instructional materials that include the history and culture of Black people in New Mexico, America, and the world
- Ensure that students, parents, & school personnel has easy access to culturally relevant resources on department's website



# Key Mandates of BEA Parent & Community

Monitored by BEA Family & Community Engagement Coordinator

- Provide mechanisms for parents, community and business organizations, public schools, public post-secondary institutions and state and local policymakers to work together to improve educational opportunities for Black students
- Collaborate with community-based student serving organizations to develop and improve programs and activities that support black students.





# Key Mandates of BEA Higher Education

Monitored by BEA Liaison

Work collaboratively with Higher Education personnel to:

- Recommend and develop curricular and instructional materials that include the history and culture of Black people in New Mexico, America, and the world
- Improve the education of Black students in New Mexico educational system by recruiting and retaining Black teachers, educational support providers, faculty, and educational and administrative leaders
- Improve teacher preparation programs by recruiting Black students and including curricular that demonstrate cultural awareness and sensitivity to matters of race and promote anti-racism



# BEA Top 3 Achievements

## 1) Professional Development Canvas Course

- ✓ Successfully developed and launched a 3-year Canvas anti-racism professional development course for school staff. This fulfills the annual requirements of the HB 43- Black Education Act. Since the January 2022 launch 2,836 school personnel have completed the course. This is the 2<sup>nd</sup> highest PED professional development rate.

## 2) Internal PED Collaborations

- ✓ College & Readiness Bureau- Current pilot for Advance Placement African American History course (Alamogordo High School and Albuquerque High School)
- ✓ Learning Management Systems (LMS) bureau- Developing canvas based professional development courses that fulfill the requirements of HB 43- Black Education Act
- ✓ Educator Quality and Growth- Developing a culturally relevant micro credential course to fulfill the requirements for level 2 educators
- ✓ Family Engagement Bureau- Successfully co-hosted 2 community-based family events to raise awareness about both bureaus and to conduct student and family needs assessments.
- ✓ IET Division- Teams offered professional development workshops during 2023 BEA conference

## 3) School/Community Collaborations

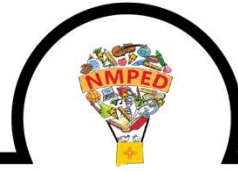
- ✓ New Mexico State Office of African American Affairs-Developing Black Student Alliance to increase sense of belonging
- ✓ Martin Luther King Jr. Commission-Collaborative youth leadership development initiatives
- ✓ New Mexico State University Teacher Preparation Program-Identifying strategies to effectively recruit and retain black educators, faculty, and staff
- ✓ Native American Community Academy- Collaboratively development and implement family engagement initiatives

# BEA Top 3 Achievements

## 3) Conferences

- ✓ Building an Equity Bridge Professional Development Conference- Successfully developed and facilitated the 2nd annual professional development conference. The conference served 120 New Mexico educators through a 3-day series of culturally relevant workshops on topics such as anti-racism, bias, restorative practices, and equity.
- ✓ Youth Leadership Development Conference- In collaboration with the New Mexico Martin Luther King Jr. Commission, we successfully developed and served 110 middle and high school students throughout New Mexico. The conference was expanded this year to a new region- Las Cruces.





# BLACK EDUCATION ACT

Identity, Equity & Transformation Division

We are HERE to support YOU!

*If you have any Black Education Act related questions, please reach out to:*

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Visit the Black Education Webpage:

[Black Education Act – New Mexico Public Education Department \(state.nm.us\)](https://state.nm.us)