

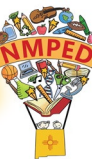
Welcome- We are grateful you are here!

Statewide Equity Council Leads
Regional Launches
2024-2025

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

-Alan Blankstein

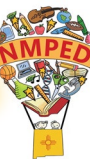
| TIME | ITEM |
|----------------------|---|
| 1:15 pm - 1:25 pm | Welcome & Overview |
| 1:25 pm - 3:00 pm | Timeline & Milestones, 23-24 Goals & Key Achievements, Essential Questions & Reflection, Consistent Foundations & New Directions, 24-25 Goals, Peer Learning, Next Steps |
| 3:00 pm - 3:30 pm | Questions, Appreciations, & Close |



Proposed Norms

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

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



INTRODUCTIONS

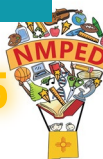
Introductions

- Your name;
- Your District or Charter
- How have you seen or experienced equity in action?





Grounding



Our Objectives

- Set Equity Goals
- Empower Equity-Focused Leadership
- Review Progress
- Engage All Voices
- Share Updates
- Brainstorm Ideas



EQUITY COUNCILS' TIMELINE

Equity Council Milestones

In 2019, the NMPED released guidance for Equity Councils & the Martinez Yazzie Consolidated Lawsuit.

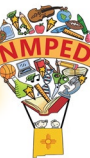
In 2020, The NMPED created four essential questions to guide the establishment of the Equity Councils.

After school year 2019-2020, the Equity Council Lead Training and Action Model was created and presented to districts and charters.

In 2021, the NMPED moved into an Equity Council Support Hub model.

In 2022, the first Equity Brief was released which provided insights into progress and challenges faced by districts and charters in implementing Equity Councils.

In 2023-2024, the NMPED Equity Team began collaborating with Equity Councils to provide support and align efforts in districts and charter schools.



2023-2024 GOALS & KEY ACHIEVEMENTS

Equity Council Goals 2023-2024

Equity as a Verb

Ensuring equity is embedded in everyday practices across educational systems

Creating a Sense of Belonging

Building inclusive environments where all students feel valued

Including More Student Voice

Empowering Students to contribute actively to educational policies and practices

Integrating Equity into Educational Plans

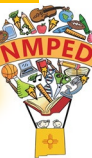
Embedding equity into instructional and curricular decisions

Integrating Equity into Budgeting

Allocating resources to support equitable outcomes

Systems Thinking & Transformation

Promoting a holistic approach to equity in education



Equity Council Key Achievements 2023-2024

- **District/Charter Participation Growth:** 15% increase in participation
- **CLR Framework Implementation:** Over 80% of districts/charters submitted CLR instructional framework and inventories
- **Positive Impact on Student Outcomes:** Significant improvements in student performance metrics directly linked to CLR practices
- **Student Equity Councils:** Student-led Equity Councils have significantly engaged students, allowing them to actively participate in and lead equity efforts in schools across the state.



REVISITING THE ESSENTIAL QUESTIONS

19-20 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 relationships and partnership between all stakeholders on the Equity Council?

24-25 Essential Questions

1. How has my district/charter prioritized students and families furthest from opportunity through the ongoing development of Equity Councils, and how is student data being used to inform and monitor the effectiveness of these efforts?

2. How have we successfully established an Equity Council that effectively advises the district or charter school on budget, services, and programs, and how is data being utilized to measure its impact?

3. How has our Equity Council evolved beyond compliance, and what actions have been most effective in fostering a deep, long-term commitment within the district or charter school?

4. How have structures and systems been established to support effective relationships and partnerships between all stakeholders on the Equity Council, and how is data helping to assess and strengthen these relationships?



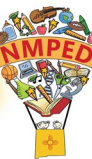
Reflecting on Our Progress

From 2019 to 2024-2025:

Our work has evolved from building foundational structures to focusing on measurable impact and sustainability.

What's Changed & How?

Increased use of **data** to inform equity efforts? A shift from compliance to **long-term commitment**? Strengthened **stakeholder partnerships** through data-driven systems?



Padlet Activity

Use the next 5-10 minutes to share ideas that will help address the updated Essential Questions.

Focus on how data can inform progress, improve partnerships, and drive long-term equity commitments.



Access via the QR code provided.



CONSISTENT FOUNDATIONS & NEW DIRECTIONS

What's Staying & What's Shifting?

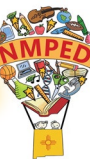
Equity Facilitators' Role:

Facilitators will now support all districts and charters rather than being assigned to specific districts and charters, allowing for a deeper focus on equity work.

This includes: 



- **Customized Support:** Address specific equity challenges, such as improving outcomes for students furthest from opportunity.
- **Capacity Building:** Provide advanced support for district leadership on equity practices and systems change.
- **Data-Driven Analysis:** Assist districts and charters in tracking progress and identifying gaps using student group data.
- **Collaborative Problem Solving:** Facilitate cross-district workshops to address systems change.
- **Ongoing Reflection:** Guide Equity Council Leads through continuous improvement by reflecting on past Equity in Action submissions.



What's Staying & What's Shifting?

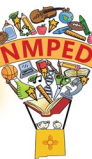
NMPED's Enhanced Support:

Building on the **Accountability with Support** model, NMPED will increase involvement by guiding districts and charters and assisting with the Equity Council work.

Key areas of support include: 

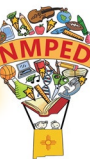


- **Progress Monitoring:** Regular check-ins to track equity progress.
- **Tailored Guidance:** Personalized guidance based on specific equity goals.
- **Resource Allocation:** Providing tools, templates, and best practices to help meet Equity in Action milestones.
- **Collaborative Review:** Conducting equity review to identify areas for improvement with actionable feedback.
- **Peer Learning Networks:** Facilitating knowledge-sharing between Equity Councils for collaborative growth.



Enhanced Support & Collaboration

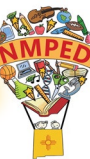
Statewide Equity Council regional sessions and site visits will be integrated with the **Language and Culture Division**. This collaboration will strengthen efforts to support diverse student groups and align efforts, amplifying the impact of Equity Councils and the Division's work. The unified approach aims to create a cohesive strategy for addressing systems change and meeting student needs.



New Opportunities for Engagement

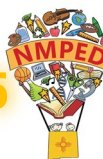
Transition from Monthly Statewide Virtual Meetings to:

- **Work Sessions:** Regular, hands-on sessions to address specific challenges.
- **Office Hours:** Open time for personalized support and Q&A.
- **Quarterly Statewide Virtual Meetings:** To review progress, share updates, and collaborate on equity goals.



2024-2025 GOALS

- 1. Supporting Martinez-Yazzie Student Groups:** Examine the root causes impacting these underserved groups and develop focused efforts to close achievement gaps, ensuring interventions directly improve student outcomes.
- 2. Evaluating Student Outcomes:** Conduct deeper analysis of student outcomes to measure the impact of Equity Council efforts.
- 3. Enhancing Engagement:** Increase internal and external engagement across students, school staff, parents, teachers, and legislators.
- 4. Student-Centered Budgeting:** Prioritize budgeting decisions that focus on student needs and equity.
- 5. Engaging Non-Responsive Districts/Charters:** Revitalize engagement with districts and charters to accelerate progress on equity goals.



BREAKOUTS -
PEER LEARNING ACTIVITY

“Designing for Equity” Action Planning for 2025

1. Review the 2024-2025 goals
2. Break into groups and assign each group a fictional school/district scenario.
3. Action Plan Design - Groups will address the key questions.
4. Groups will present their action plan.
5. Reflect on key insights and how these plans can be adapted for real-world application.



Example Scenarios

Scenario 1: A rural district with low engagement in Equity Councils.

Scenario 2: A charter school struggling with equity-focused budgeting.

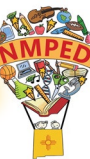
Scenario 3: A district with many English Learners and low family engagement.



Action Plan Design (20 minutes):

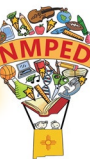
Groups will address these key questions:

- What are the key equity challenges in your school/district?
- Which 2024-2025 goals address these challenges?
- What are 3 actionable steps to address the challenges?



Example Scenario & Action Plan Design

Parents and students participating in the Equity Council are struggling to understand the complex language in the district's Readiness Assessment, which limits their ability to contribute meaningfully.



1. Challenge: *Difficulty understanding technical language in the Readiness Assessment.*

- **Goal: Enhancing Engagement and Evaluating Student Outcomes.**

2. Action Steps:

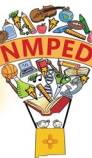
- *Develop a **simplified, plain-language guide** to accompany the Readiness Assessment.*
- *Host **bilingual workshops** where parents and students can ask questions and get clarification on the document.*
- *Assign **equity facilitators** to provide ongoing support for parents and students during the assessment process.*

3. Outcome:

- *Improved understanding and engagement from parents and students, allowing for more meaningful contributions to the Equity Council's work*



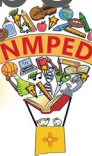
Welcome Back & Share Out



SO, WHAT NOW?

Next Steps & What to Expect

- **Upcoming Email:** Look for an email with important information regarding 2024-2025 expectations, important links, check-ins, site visits, meetings, and equity facilitator support.
- **CLR Canvas Courses:** Three CLR courses will be released by September 2024.
- **Equity Council Canvas Course:** A course on the history, onboarding, and stages of Equity Councils will be available soon.
- **2024 Equity Brief:** The 2024 Equity Brief will be released and published by the end of September 2024.
- **Martinez-Yazzie SharePoint Updates:** A 2024-2025 section will be added for new submissions.

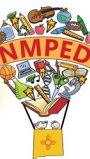


QUESTIONS, APPRECIATIONS, & CLOSE

Appreciations and Closing



Reminder:
Progress not
perfection



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

