

NEW MEXICO

**EQUITY
COUNCILS**

2024 BRIEF



State of New Mexico
Public Education Department
EQUITY COUNCIL BRIEF
Issued 2021
Revised 2024

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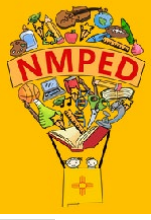
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Equity Councils



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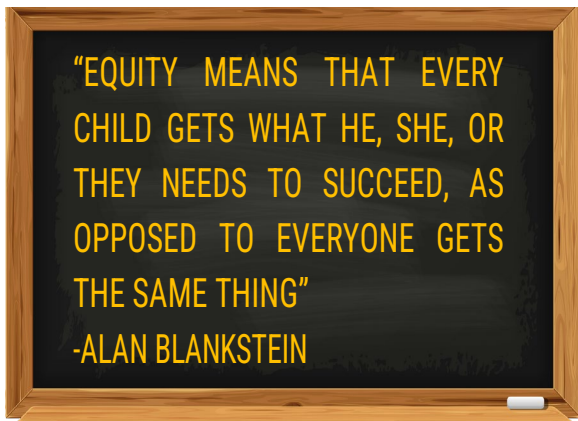
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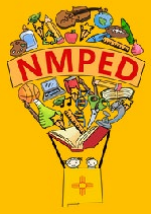
OVERVIEW

Since their inception in 2018, Equity Councils have been instrumental in driving forward the mission of educational equity across New Mexico. The early efforts laid a strong foundation, allowing for the expansion and deepening of equity-focused actions in the years that followed. This 2024 Equity Brief builds upon the foundational work outlined in the 2022 and 2023 briefs. These historical equity briefs can be found on the NMPED’s Martinez and Yazzie Consolidated Lawsuit Updates website.

It reflects the ongoing efforts and progress made by Equity Councils across New Mexico’s 189 districts and charter schools. The brief focuses on the goals set for the 2023-2024 school year, outcomes achieved, and the continuous alignment with the state’s strategic plan. The sustained efforts since 2018 have paved the way for these discussions, ensuring that the work of the Equity Councils continues to evolve and make a meaningful impact on students across the state.

KEY ACCOMPLISHMENTS

- **Expansion of District and Charter Participation:** The number of district and charter schools actively participating in the Equity Council work increased by 15% in 2024, with new districts and charter schools joining the efforts.
- **Implementation of the Culturally and Linguistically (CLR) Frameworks:** Over 30% of participating districts and charter schools successfully submitted and are implementing CLR instructional inventories and visual frameworks, leading to measurable improvements in classroom engagement and student achievement ([2024 CLR Report](#)).
- **Amplifying Student Engagement and Voice:** The creation of student equity councils, which empower students to share their perspectives, influence decisions, and foster belonging. These councils ensure that equity efforts are guided by students' lived experiences, making schools more inclusive and reflective of their needs ([CCSD Student EC](#)).



BACKGROUND AND PURPOSE

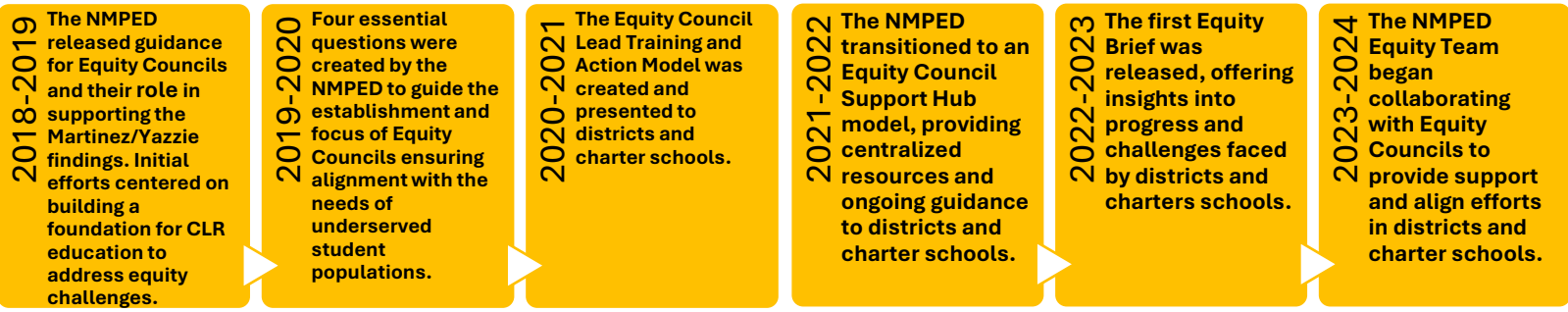
Statewide district and charter school Equity Councils were established as a direct response to the [Martinez-Yazzie Consolidated Lawsuit](#), with a mission to ensure every student in New Mexico has access to a high-quality, culturally and linguistically responsive education. These councils provide an opportunity to lead with equity-focused leadership and continuous improvement. Members are selected from district and charter school communities to create equity plans based on a district or charter school level *Martinez* and *Yazzie* [Readiness Assessment](#) specific to the needs of economically disadvantaged students, Native American students, English Learner students, and students with disabilities.

The New Mexico Public Education Department’s (NMPED) district and charter school-level Equity Councils play a critical role in integrating students’ identity, culture, and language as strengths within educational frameworks. These frameworks guide the allocation of resources, professional development, staffing, curriculum development, and assessment of progress toward implementation, supporting student well-being, academic achievement, and success. From the outset, these councils have been pivotal in laying the foundation for a more equitable education system statewide. Source: [NMPED Martinez/Yazzie Consolidated Lawsuit Memo, 2019](#).

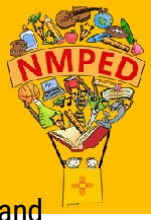
Over the years, Equity Councils have actively worked to assess and address equity challenges. By implementing [Equity in Action items](#) and comprehensive strategies, they have developed and executed tailored plans to meet the needs of their student populations. This work includes evaluating equity challenges, formulating action plans, engaging families and communities, and ensuring accountability for continuous improvement. Across New Mexico, Equity Councils are driving efforts to create inclusive and responsive educational environments where all students can succeed. Their efforts aim to ensure the education system in New Mexico is equitable, culturally relevant, and responsive to the diverse backgrounds of its students.

ALIGNMENT WITH EFFORTS FROM 2018-2024

Since their inception, Equity Councils have been at the forefront of promoting educational equity in New Mexico, serving as a vital response to the findings of the Martinez/Yazzie Consolidated Lawsuit.



2018-2024 Equity Council Timeline and Milestones

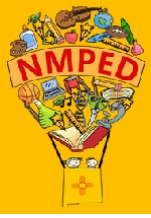


These councils were established to create pathways for meaningful change, ensuring that culturally and linguistically diverse (CLD) students have access to a high-quality education tailored to their needs. Over the years, their work has evolved from foundational planning to actionable implementation, with a focus on culturally and linguistically responsive (CLR) frameworks, data-driven insights, and targeted professional development. This timeline highlights key milestones and showcases how Equity Councils have continuously adapted to address challenges, deepen equity efforts, and drive meaningful progress in districts, charter schools, and schools across the state.

2024 GOALS

The Equity Council Support Hub identified six primary goals for the 2023-2024 school year, measured using the [Results-Based Accountability model](#). These goals reflect the Equity Council Support Hub’s dedication to building upon an education system where equity is a continuous and intentional practice.

# 2024 GOALS					
EQUITY AS A VERB	CREATING A SENSE OF BELONGING	INCLUDING MORE STUDENT VOICE	INTEGRATING EQUITY COUNCIL WORK INTO EDUCATION PLAN THROUGH ADVISEMENT	INTEGRATING EQUITY COUNCIL WORK INTO BUDGETING THROUGH ADVISEMENT	SYSTEMS THINKING AND TRANSFORMATION
Emphasize that equity must be an ongoing action, ingrained in daily practices and decision-making processes at all levels of education.	Ensure that all students, particularly those from historically marginalized communities, feel valued, respected, and included in their educational environments.	Empower students to take an active role in shaping the policies and practices that affect their education.	Embed equity-focused strategies into the core educational planning processes, ensuring that equity is a foundational element in all instructional and curricular decisions.	Ensure that financial resources are allocated in a way that supports equitable outcomes for all students.	Encourage a holistic approach to equity, recognizing that achieving systemic change requires a deep understanding of the various connections within the educational ecosystem.



2024 OUTCOMES

The outcomes of the 2024 Equity Council Goals were evaluated through a survey completed by 87 Equity Council Leads, representing a 46% response rate. Highlights of the findings include:



Goal 1: Equity as a Verb

- 97% of respondents felt Equity Facilitators behaved equitably
- 93% believed this behavior positively impacted their progress in Equity Council work



Goal 2: Creating a Sense of Belonging

- 91% stated Equity Facilitators fostered a strong sense of belonging
- 89% noted this sense of belonging supported their Equity Council work



Goal 3: Including More Student Voice

- 86% indicated that Equity Facilitators effectively supported the inclusion of student voices
- 87% felt that support aided their Equity Council efforts



Goal 4: Integrating Equity Council Work into the Education Plan through Advisements

- 84% reported that Equity Facilitators helped integrate Equity Council work into the Educational Plan
- 84% confirmed this integration was beneficial to their work



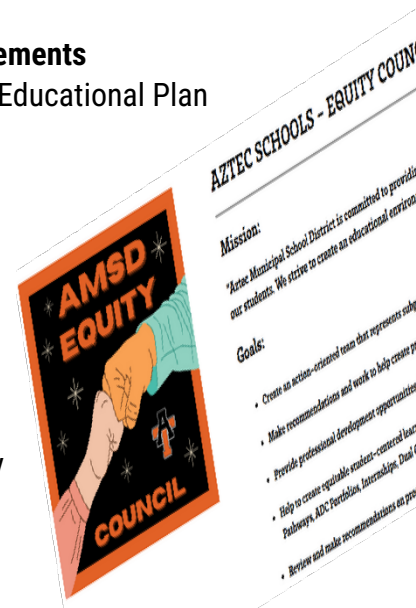
Goal 5: Integrating Equity Council Work into Budgeting through Advisements

- 74% felt supported by Equity Facilitators in budgeting advisements
- 74% agreed this support contributed to their success



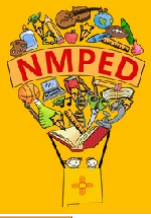
Goal 6: Systems Thinking and Transformation

- 83% received effective support in systems thinking and transformation from Equity Facilitators
- 83% acknowledged this support was beneficial to their Equity Council work



Goals and Outcomes 1 & 2: Equity as a Verb and Creating a Sense of Belonging

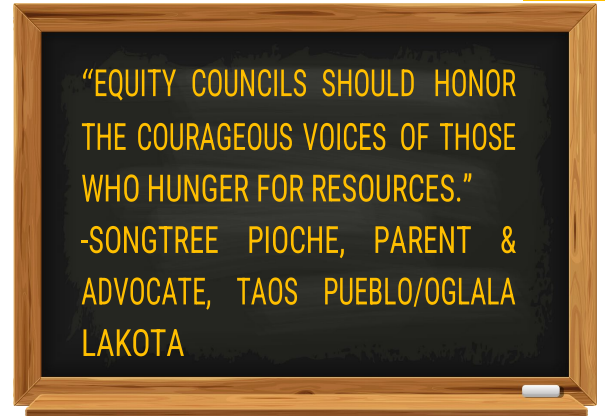
- The NMPED Language and Culture Division (LCD) conducted **seven in-person regional meetings** to strengthen relationships among Equity Council Leads, Facilitators, and NMPED staff, providing direct support and fostering a collaborative environment where participants could share best practices and challenges.
- Facilitated more than **25 site visits** by Equity Facilitators and NMPED staff to local districts and charters. These visits provided hands-on guidance and support, helping schools implement CLR practices more effectively and tailoring solutions to the unique needs of each district and charter.



- Delivered **three professional development opportunities**.

These included:

- Embracing Equity Fellowship, which focused on leadership development for Equity Council members
- CLR Training, which equipped educators with practical strategies for creating inclusive classrooms
- and the RISE Creative Industries Youth Summits, where students explored the intersection of creativity and equity, gaining insights into how creative industries can drive educational and career opportunities



Goals and Outcomes 3: Including More Student Voice

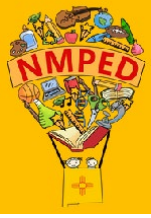
- **Recruited and engaged students** during the April statewide meeting, where students from across the state actively participated, shared their perspectives on equity issues, and contributed to shaping future direction and actions.
- Supported the establishment of **Student Equity Councils** across schools and districts, enhancing student participation in equity efforts. These newly created councils provided students with a platform to voice their concerns, suggest improvements, and take an active role in promoting equity in their schools.
- Initiated plans for **creative industries events involving Student Equity Councils**, emphasizing the role of creativity in education and career development. The events integrated student voices into discussions about the future of education, particularly concerning how creative skills can be leveraged for career success.

Goals and Outcomes 4 & 5: Integrating Equity Council Work into the Educational Plan and Budgeting

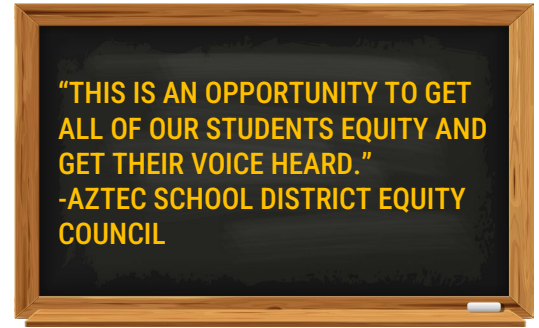
- Highlighted the integration of Equity Council advisements during the December and February statewide meetings. The sessions focused on how **Equity Councils can influence the educational plans and budgets** of districts and charter schools, ensuring that equity considerations are embedded in all aspects of school operations.
- Launched efforts to integrate these priorities more deeply into the **strategic planning processes** of districts and charter schools, focusing on enhancing their implementation in the years ahead. This includes collaborating with districts and charter leaders to ensure equity-focused strategies actively guide decision-making rather than remaining advisory.
- Explored strategies to expand equity efforts statewide, focusing on integrating **student- and classroom-centered budgeting** to ensure educational equity remains a priority across all departments. These efforts included developing tools like resource allocation frameworks to align funding with equity goals across key areas and program evaluation metrics to assess the impact of budgeting decisions. These tools enable districts and charter schools to allocate resources in ways that directly support equitable outcomes for all students.

Goal and Outcomes 6: Systems Thinking and Transformation

- Provided ongoing support to **NMPED's Equity Team**, engaging in deep work on equity-centered issues such as barriers to student success and the development of policies that promote inclusivity and fairness. This work involved close collaboration with various departments to ensure that equity is a central consideration in all policy decisions.



- Developed and shared a **comprehensive resource folder** with Equity Council Leads, offering examples of innovative practices beyond standard Equity in Action Items to further enhance their work. The folder includes resources, work examples, toolkits, and templates that districts and charter schools can adapt to their specific contexts, encouraging the adoption of more creative and effective equity strategies across the state.



EQUITY COUNCIL SUPPORT HUB

In January 2021, the NMPED launched the Equity Council Support Hub to deliver tailored guidance and resources that promote equity in education across New Mexico’s districts and charter schools. The Hub features a dedicated support team and contracted Equity Facilitators with expertise in racial equity, community-based education, coaching, community organizing, and educational transformation. This collaborative effort serves as a centralized resource, uniting experts and stakeholders who play vital roles in advancing effective and meaningful equity efforts. By supporting districts and charter schools, the Hub empowers communities to foster equitable opportunities for all students.

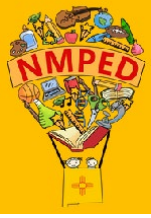
The Role of the Equity Council Support Team

The Equity Council Support Team is essential to the success of the Support Hub, managing the operational and logistical tasks that keep all components of the Hub aligned and responsive to the needs of Equity Councils statewide. Their work enables facilitators and leads to focus on implementing strategies effectively.

Key responsibilities include:

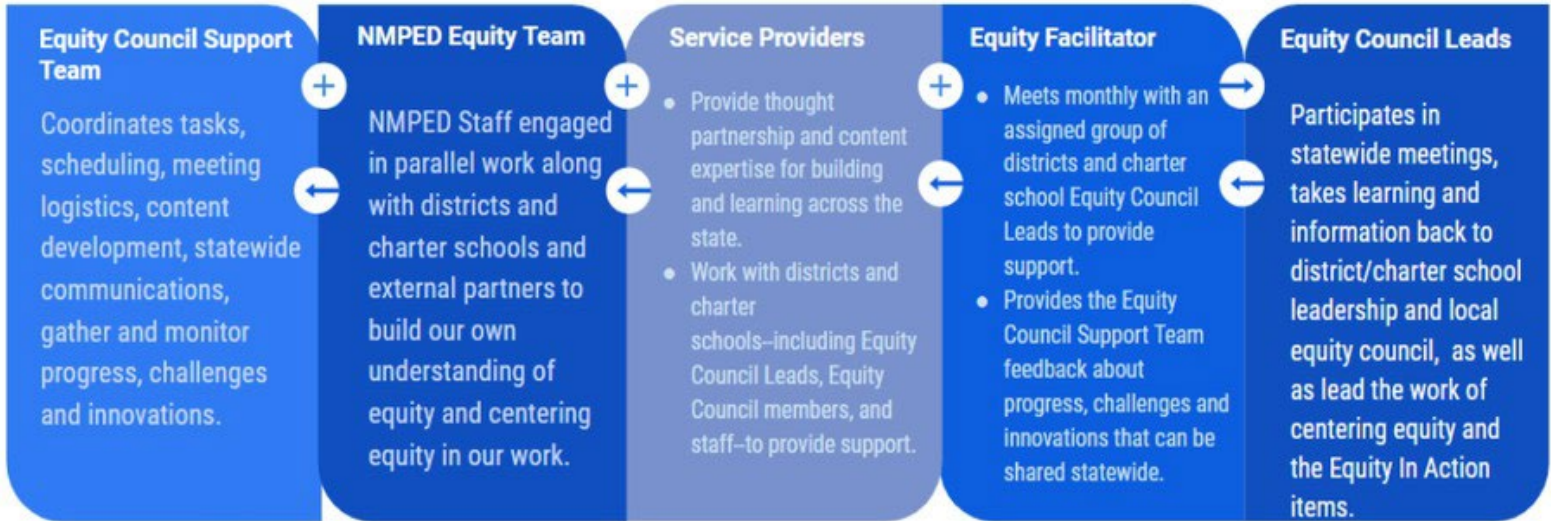
- **Scheduling and Meeting Logistics:** Organizing statewide meetings, trainings, and other engagements to facilitate collaboration and progress among stakeholders.
- **Content Development:** Creating and preparing impactful materials, presentations, and resources tailored to the specific needs of Equity Councils and their Leads.
- **Statewide Communications:** Crafting clear and consistent messaging to keep all Equity Councils and partners informed, connected, and aligned in their equity work.
- **Progress Monitoring and Reporting:** Collecting data, tracking progress, and identifying challenges and innovative practices across the state to provide actionable insights and improve outcomes.
- **Responsive Coordination:** Addressing requests, needs, and feedback from Equity Facilitators, the internal Equity Team, and Equity Councils with tailored and timely support.

The Equity Council Support Team ensures the Hub operates seamlessly and efficiently. The coordination enables Equity Facilitators to dedicate efforts to directly supporting districts and charter schools, while the NMPED Equity Team focuses on aligning and driving equity efforts across the state. This team’s contributions are vital to maintaining clear communication, effective organization, and steady progress toward New Mexico’s equity goals. By addressing both operational and strategic needs, the Equity Council Support Team provides a strong foundation that supports meaningful, long-term advancements in educational equity across the state.



The Role of the NMPED Internal Equity Team

The Internal Equity Team enhances the state’s capacity to support Equity Councils by fostering alignment within NMPED and integrating equity practices across New Mexico’s education system. This team ensures that efforts are cohesive and fully integrated into the department’s policies and practices.



Key contributions include:

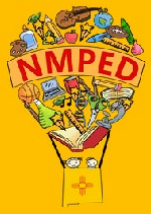
- Providing strategic guidance and resources to Equity Facilitators to maximize their impact.
- Aligning internal equity work with the goals of district and charter Equity Councils to establish a unified vision.
- Collaborating across NMPED departments to prioritize equity in actions and frameworks.
- Modeling equity principles through strengthened internal practices to reflect the work being implemented statewide.

Through ongoing refinement of its practices, the internal Equity Team ensures districts and charter schools receive reliable and impactful support. This collaboration enhances the ability of Equity Councils to address educational disparities, cultivating a learning environment where equity is prioritized in every decision and action within the educational system.

By working in tandem, the Equity Facilitators and the NMPED Internal Equity Team form a dynamic support system that empowers districts and charter schools to advance equity and create inclusive educational spaces where all students can thrive. This partnership reflects the state’s dedication to making equity a lasting and transformative cornerstone of education in New Mexico.

The Role of Service Providers

Service providers bring specialized expertise to the Equity Council Support Hub through thought partnership and content expertise to promote learning and capacity building across New Mexico. They ensure that districts and charter schools receive the guidance, resources, and innovative solutions needed to advance equity effectively.



Key responsibilities include:

- **Thought Partnership:** Collaboration with districts and charters to develop strategic approaches for addressing equity challenges and leveraging growth opportunities.
- **Content Expertise:** Providing specialized knowledge and best practices to strengthen the implementation of equity principles at all levels of education.
- **Targeted Support:** Working closely with Equity Council Leads, members, and staff to deliver personalized assistance tailored to the specific needs of each district or charter school.

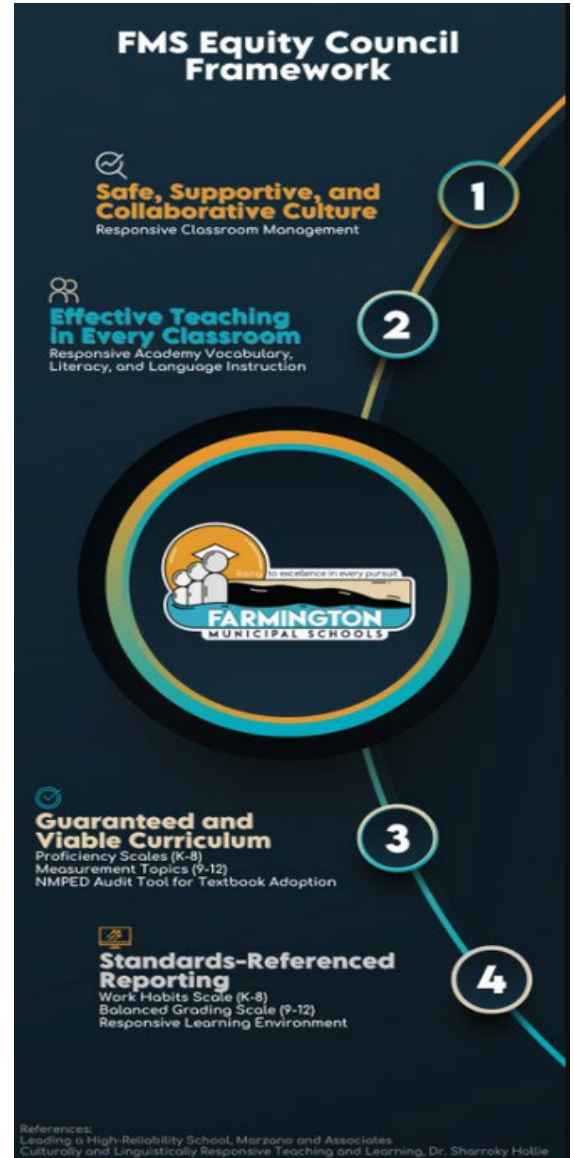
To provide comprehensive and diverse support, the Equity Council Support Hub continues to broaden its network of service providers by bringing in experts with varied skills and perspectives. This expanding network enhances the Hub's ability to adapt to the evolving needs of Equity Councils and the communities they serve. By building capacity, fostering collaboration, and driving meaningful, long-term progress, these efforts play a crucial role in empowering Equity Councils. The expertise and dedication of these contributors help establish a strong foundation for equitable and inclusive education across New Mexico.

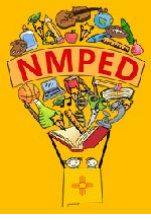
The Role of Equity Facilitators

Equity Facilitators are central to the Hub's efforts, providing expertise in areas such as racial equity, community-based education, coaching, community organizing, and educational transformation. Their work is focused on providing targeted guidance and support to Equity Council Leads and members through individual and small group sessions.

Key principles guiding their work include:

- **Skill Building:** Equipping stakeholders with timely, relevant skills to foster equity, deepen understanding, and translate equity into actionable practices.
- **Focused Efforts:** Anchoring all work in essential guiding questions to ensure clarity and purpose.
- **Context Awareness:** Recognizing and addressing the socio-political challenges and public discourse that shapes equity work.
- **Consistency and Transparency:** Maintaining clear expectations and deadlines to support progress.
- **Difficult Conversations:** Demonstrating strategies for effectively navigating sensitive and challenging topics.
- **Collaborative Partnerships:** Building relationships with local organizations and nonprofits to enhance equity-focused efforts.
- **Centering Equity:** Acknowledging systemic injustices in education and centering equity in all practices.





- **Explicit Guidance:** Ensuring equity is embedded in all NMPED guidance, practices, and frameworks.
- **High Expectations:** Upholding ambitious goals for achieving developmental milestones and advancing equity-focused actions.

With their comprehensive and tailored support, Equity Facilitators guide and support Equity Councils to achieve impactful and lasting progress in addressing educational disparities. Their efforts ensure that every Equity Council is well-equipped to promote equitable opportunities for all students while cultivating learning environments where diversity, inclusion, and a sense of belonging take center stage.

The Role of Equity Council Leads

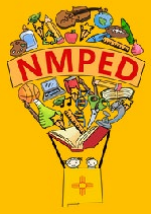
Equity Council Leads are the driving force behind advancing equity in their districts and charter schools. They bridge the gap between the Support Hub and their local communities, ensuring resources and strategies are effectively implemented.

Responsibilities include:

- **Participation in Statewide Efforts:** Actively engaging in statewide meetings to gain insights, share experiences, and build capacity for leading equity work at the local level.
- **Bridging Communication:** Bringing learning and information from statewide sessions back to district or charter leadership, as well as their local Equity Council, to ensure alignment and coherence in equity efforts.
- **Leading Local Equity Work:** Guiding and facilitating the work of centering equity within their district or charter, including advancing the Equity in Action items.
- **Advocating for Equity:** Promoting equity-focused strategies and fostering a culture of inclusion, belonging, and systemic transformation within their educational community.

Equity Council Leads are more than just leaders; they are the heart of this work. They continue to show up, no matter the challenges, driven by a relentless fire and passion to fight for their students. Their commitment ensures that equity remains at the forefront, creating opportunities for historically underserved students to thrive. Equity Council Leads embody resilience and dedication, inspiring those around them to push forward and make meaningful, lasting changes in education. Through their leadership, they remind us all that equity is not just a goal—it is a fight worth pursuing every single day.

The Equity Council Support Hub remains a cornerstone for advancing equity work across New Mexico. Through the combined efforts of the Support Team, Equity Facilitators, Equity Council Leads, service providers, and the Internal Equity Team, the Hub provides districts and charters with the guidance, resources, and support needed to sustain progress and build momentum. By promoting collaboration, tackling challenges, and delivering focused expertise, the Hub equips Equity Councils to fulfill their vital mission with determination and purpose. It continues to play a critical role in prioritizing equity within education, empowering educators, leaders, and communities to drive meaningful and lasting change for all students.



PARTICIPATION AND PROGRESS

Throughout the 2023–2024 school year, a series of statewide Equity Council meetings focused on advancing equity in education. These gatherings created opportunities for Equity Council Leads, Facilitators, and other stakeholders to collaborate, exchange insights, and address challenges in implementing equity-centered actions across New Mexico.

Equity Councils have experienced notable growth in participation and progress throughout New Mexico’s districts and charter schools in 2023–2024. This development highlights a continued dedication to implementing equity-centered efforts tailored to the diverse needs of student populations.

Key Focus Areas by Meeting

- **November 2023: Advisement Package Development:** The focus was on introducing and discussing the advisement package process, which guides how Equity Councils can provide strategic recommendations for educational plans and budgets within their respective districts and charter schools.

Meeting Attendance Overview

The virtual statewide meetings had the following attendance:

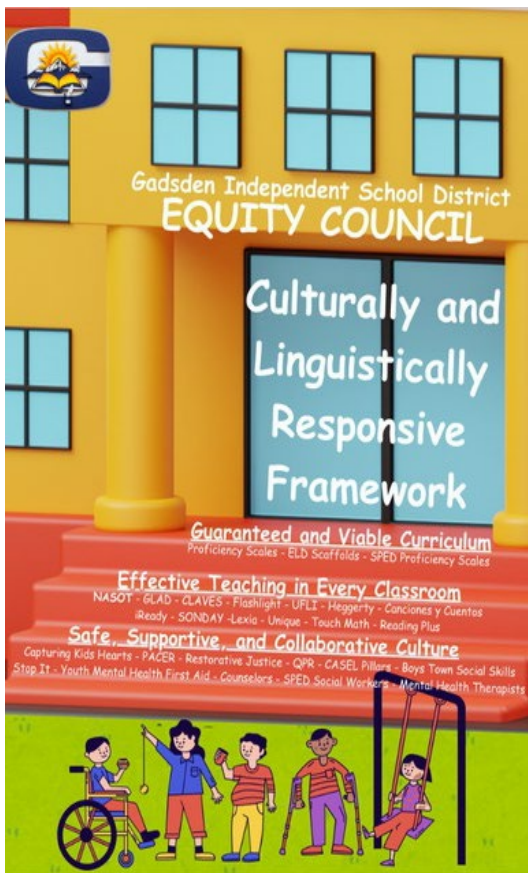
- November 16, 2023: 83 attendees
- December 14, 2023: 63 attendees
- January 25, 2024: 81 attendees
- February 29, 2024: 81 attendees
- April 25, 2024: 104 attendees

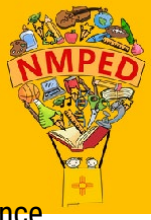
- **December 2023: Strategic Equity Plan and Advisement:**

This meeting continued the discussion on advisement packages, with an emphasis on integrating equity advisements into strategic educational plans across districts and charter schools.

- **January 2024: NMPED Equity Team and Equity Councils Connect:** The focus was on building connections between the NMPED Equity Team and Equity Councils, exploring how these groups can support each other’s efforts to promote equity in education across New Mexico.

- **February 2024: Budget Advisements and Peer-to-Peer Learning:** This meeting centered around budget advisements, discussing how Equity Councils can influence budgeting processes to ensure resources are allocated equitably. Peer-to-peer learning sessions were also held to share best practices and strategies.





- **April 2024: Student Voice and Peer-to-Peer Learning:** The final virtual meeting focused on the importance of incorporating student voices into equity efforts and included peer-to-peer learning sessions to share successful strategies and outcomes.

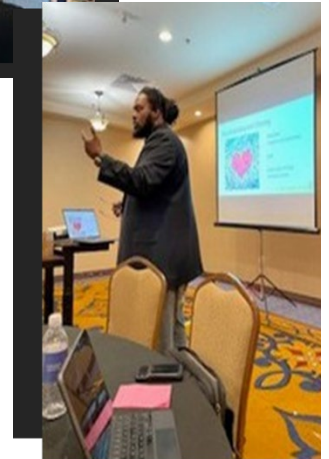
EQUITY COUNCIL REGIONAL SESSIONS

The 2023-2024 school year featured significant efforts to support and engage with districts and charter schools across the state through Equity Council Regional Sessions. These sessions provided a platform for sharing best practices, setting actionable goals, and reflecting on progress. As a result, participants emerged with a clearer understanding of Equity Councils' essential role in shaping educational equity across the state.

Beginning of the School Year Equity Council Regional Kick-off

The attendance at the beginning of the school year regional sessions:

- September 29, 2023, Raton, NM: 1 attendee
- October 11, 2023, Albuquerque, NM: 30 attendees
- October 13, 2023, T or C, NM: 12 attendees
- October 24, 2023, Ruidoso, NM: 25 attendees

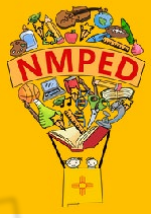


End of School Year Equity Council Regional Celebrations

The attendance at the end of the school year regional sessions:

- May 1, 2024, Taos, NM: 9 attendees
- May 7, 2024, Albuquerque, NM: 40 attendees
- May 30, 2024, Ruidoso, NM: 19 attendees

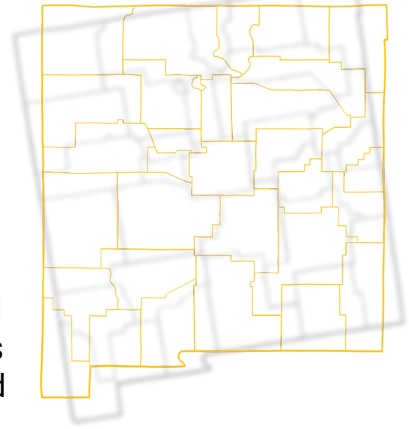
The collaborative efforts from the Equity Council Regional Sessions resulted in actionable next steps, ensuring the momentum generated will sustain meaningful changes for years to come.



DISTRICT AND CHARTER SCHOOL SITE VISITS

During the 2023-2024 school year, Equity Council Facilitators undertook a comprehensive effort to provide direct, personalized support to districts and charter schools through a series of site visits across New Mexico. These visits allowed in-depth, on-the-ground engagement with Equity Council Leads while fostering meaningful dialogue about the implementation of equity strategies.

Over 23 site visits were conducted, covering a diverse range of districts and charter schools. These visits ensured that each participating school received the tailored attention and support needed to advance their equity goals effectively. Facilitators focused on reinforcing ongoing equity work, addressing specific challenges, and fostering collaboration between schools to share best practices.



These site visits played a crucial role in building strong relationships with districts and charter schools and ensuring that each one has the tools and guidance needed to make meaningful progress. The in-person interactions facilitated by these visits were instrumental in addressing challenges, celebrating successes, and planning for continuous improvement in the years to come. Through this direct engagement, Equity Council Facilitators provided a foundation for sustainable equity practices across New Mexico’s education system.

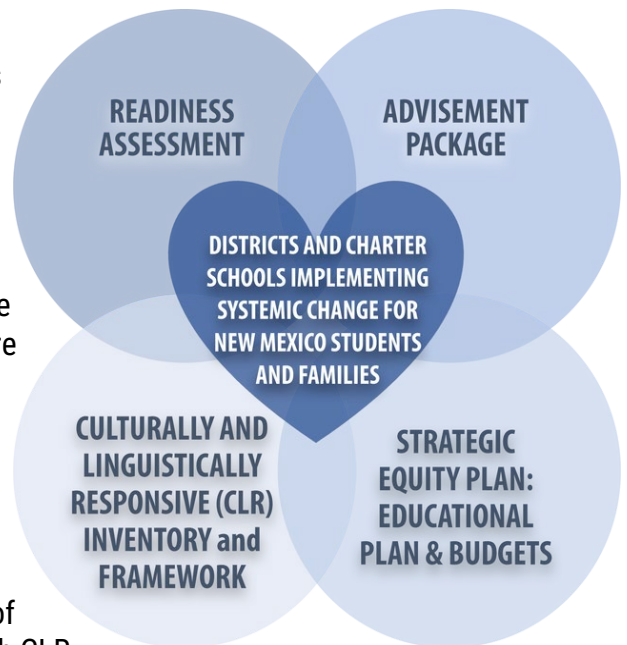
EQUITY IN ACTION ITEMS

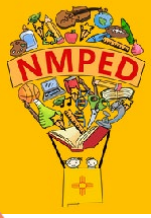
Equity in Action Progress (2021-2024): New Mexico’s districts and charter schools have made steady progress in advancing equity-focused work through the submission of key Equity in Action items:

Readiness Assessment: Participation in the Readiness Assessment process has steadily increased over the years. By the 2019–2022 period, 52.9% of the cumulative submissions were completed. This percentage grew to 72.5% by 2023–2024, reflecting a 19.6 percentage point increase.

CLR Framework Inventory: The submission rate for CLR Framework Inventories has shown notable progress. By 2019–2022, 19.6% of submissions were completed, increasing to 40.2% by 2023–2024. This upward trend underscores the dedication of districts and charters to aligning their instructional strategies with CLR principles.

CLR Visual Framework: Between 2019 and 2024, 31.8% of cumulative submissions for CLR Visual Frameworks were received. This progress highlights the growing recognition of the importance of clear, actionable frameworks that integrate CLR practices into instructional models and school operations.





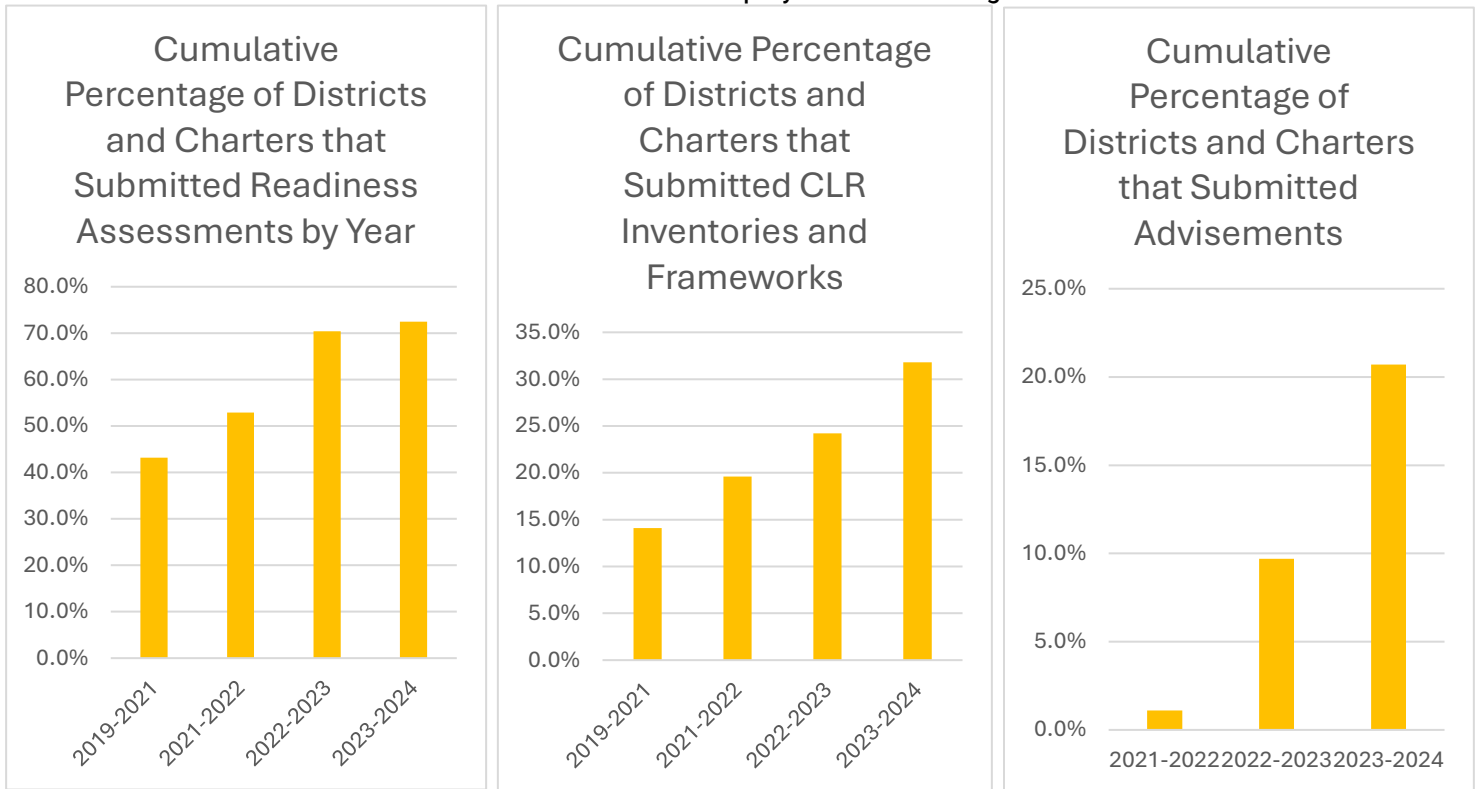
Equity Plan Submissions: The percentage of LEAs submitting Equity Plans has increased significantly, rising from 1.6% in 2022 to 6.3% in 2024. This growth reflects enhanced alignment with the state’s strategic equity goals and a stronger commitment to developing locally tailored, equity-focused strategies.

Advisement Package: Advisement Package submissions have reached a cumulative 20.6% between 2019-2024. This trend demonstrates a growing commitment to seeking tailored guidance and embedding equity considerations into educational and financial planning processes.



SUBMISSIONS

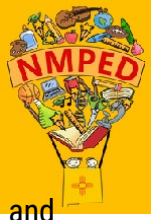
The following information summarizes the completion rates for Equity in Action items over the past five years, based on submissions from district and charter school Equity Councils throughout the state.



The data presented in the graphs highlights the significant strides New Mexico’s districts and charter schools have made in advancing the Martinez and Yazzie findings through Equity Councils and their Equity in Action efforts.

The **Readiness Assessment** remains a foundational tool, widely utilized to facilitate discussions around services for at-risk students, guide budget decisions, and foster collaboration to enhance equity-focused strategies.

Key components like the **CLR Framework Inventory** and **CLR Visual Framework** demonstrate growing engagement from educational leaders in implementing culturally responsive teaching practices and promoting equity and inclusion throughout schools.



Despite this progress, areas such as **Advisement Packages** reveal opportunities for deeper involvement and support. Strengthening these areas will require ongoing collaboration, strategic resource allocation, and tailored guidance to ensure all districts and charters are equipped to develop comprehensive equity plans.

This progress reflects the dedication of Equity Councils to overcoming barriers and driving meaningful, sustained improvements in educational equity across the state.

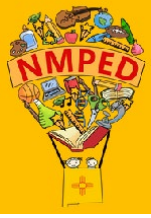
CHALLENGES AND OPPORTUNITIES FOR GROWTH

Over the past five years, Equity Councils have made significant strides in advancing equity-focused work across New Mexico, building on equity-centered leaders' knowledge, strengths, and understanding of local contexts. The Equity Council Support Hub continues to focus on ensuring this work is sustainable, with strong foundations and deeply rooted practices that foster long-term success. The NMPED is committed to supporting equity council leads, facilitators, communities, district, charter school, school leadership, and—most importantly—students.

Challenges Identified

- 1. Non-Responsive Districts, Charter Schools, and Equity Council Leads:** Some districts, charters, and equity council leads have been less responsive, delaying progress. We are addressing this challenge by fostering stronger partnerships and implementing proactive communication strategies to encourage active engagement.
- 2. Transitioning from Compliance to Commitment:** One ongoing challenge is moving beyond a compliance-driven mindset. We aim to ensure that equity-related actions are not merely about checking boxes or meeting submission deadlines. Instead, these actions should result in thoughtful implementation, real-time improvements in classrooms, and sustained support for students. Our focus is on embedding equity practices into daily educational processes, making them a lived experience for educators, leaders, and students.
- 3. Ensuring Sustainability and Funding:** Many equity council leads, particularly in small or rural districts, face challenges due to limited funding and resources. These leaders often juggle multiple roles, dedicating significant time and effort to equity work without adequate compensation. We are advocating for permanent funding streams and legislative support to make this critical work sustainable and integrated into our educational systems.
- 4. Overcoming Plateaus in Equity Work:** Some equity leads have reached a plateau, uncertain about how to move forward. To address this, we are tailoring our support to meet their unique needs, helping them deepen implementation strategies and develop impactful approaches that support student success.
- 5. Reducing Administrative Burden on Equity Facilitators:** Equity Facilitators often spend excessive time on administrative tasks such as scheduling meetings, sending emails, and tracking submissions from non-responsive districts. To better utilize their expertise, we are restructuring their responsibilities to focus on providing in-depth, tailored support to equity council leads and schools. This shift will enable facilitators to prioritize meaningful equity work and better address the needs of marginalized and at-risk student groups.





Opportunities for Growth

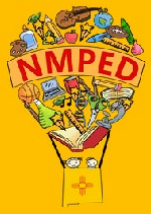
- **Youth Summits and Creativity in Education:** The Youth Summits organized by NMPED's LCD highlighted the importance of fostering creativity in education. Despite challenges such as tight planning timelines, venue issues, and low attendance, the summits connected students with facilitators who provided engaging, hands-on activities that showcased creative career pathways. These events demonstrated the potential to inspire New Mexico's youth to explore non-traditional opportunities and laid the groundwork for future programs. Moving forward, we will use the lessons learned to refine planning and execution, ensuring greater success and impact.
- **Incorporating Equity into Everyday Practices:** Our ultimate goal is to cultivate an equity-centered culture of care and holistic practices across the state. This requires embedding equity into the everyday lives of educators, leaders, and communities. By fostering this mindset, equity becomes a tangible and sustainable part of schools and classrooms, ensuring lasting benefits for all stakeholders.

NEXT STEPS

The next phase of equity work builds on our progress while emphasizing data-driven strategies, collaboration, and targeted support to deepen the impact of Equity Councils across New Mexico. The 2024-2025 plan includes revisiting and refining our essential questions, shifting the focus from initial establishment to measurable outcomes, and integrating enhanced support and engagement opportunities.

Refining the Essential Questions: To better align with the evolution of equity work, the original essential questions from 2019-2020 have been updated for 2024-2025. This shift reflects a transition from establishing Equity Councils to evaluating their impact, with an emphasis on data, monitoring, and measurable effectiveness.

Focus	2019-2024	2024-2025
Prioritizing Students Furthest from Opportunity:	How is my district/charter prioritizing students and families furthest from opportunity in the establishment of Equity Councils?	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?
Establishing Effective Equity Councils:	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?	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?
Shifting from Compliance to Commitment:	How do we establish an Equity Council that moves the district or charter school beyond compliance to commitment?	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?
Building Relationships and Partnerships:	How do I support the establishment of structures and systems to ensure effective relationships and partnerships between all stakeholders on the Equity Council?	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?



Enhanced Roles for Equity Facilitators: Equity Facilitators will transition to supporting all districts and charters, rather than being assigned to specific ones, to provide deeper, more focused support:

- Customized Support: Address equity challenges specific to underserved student groups.
- Capacity Building: Provide advanced guidance to district leaders on equity systems and practices.
- Data-Driven Analysis: Assist in tracking progress and identifying gaps using student data.
- Collaborative Problem-Solving: Facilitate cross-district workshops to address challenges.
- Ongoing Reflection: Guide Equity Council leads through continuous improvement cycles, reviewing and refining Equity in Action submissions.

NMPED’s Enhanced Support: To build on the Accountability with Support model, NMPED will increase its involvement:

- Progress Monitoring: Conduct regular check-ins to track progress.
- Tailored Guidance: Offer personalized support based on district-specific equity goals.
- Resource Allocation: Provide tools, templates, and best practices to achieve Equity in Action milestones.
- Collaborative Review: Conduct equity reviews to offer actionable feedback.
- Peer Learning Networks: Facilitate knowledge-sharing among Equity Councils to promote growth.

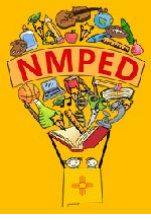


Statewide Collaboration and Engagement: Regional sessions and site visits will integrate efforts from the LCD to strengthen support for diverse student groups and align efforts. This unified approach will amplify the impact of Equity Councils and ensure a cohesive strategy for fostering upscale transformation.

- Transitioning from monthly statewide virtual meetings to:
 - Work Sessions: Hands-on problem-solving sessions.
 - Community of Practice Sessions: Collaborative learning opportunities.
 - Office Hours: Open, personalized support and Q&A.
 - Quarterly Statewide Virtual Meetings: Progress reviews, updates, and collaborative discussions.

2024-2025 Equity Council Goals

1. Support Martinez-Yazzie Student Groups:	2. Evaluate Student Outcomes:	3. Enhance Engagement:	4. Student-Centered Budgeting:	5. Reengage Non-Responsive Districts/Charters:
Identify root causes impacting underserved groups and develop interventions to close achievement gaps.	Conduct deeper analyses of outcomes to measure the impact of Equity Councils.	Strengthen engagement with students, school staff, parents, teachers, and legislators.	Focus on budgeting decisions that prioritize equity and student needs.	Revitalize efforts to accelerate equity work in less engaged districts and charters.



What to Expect:

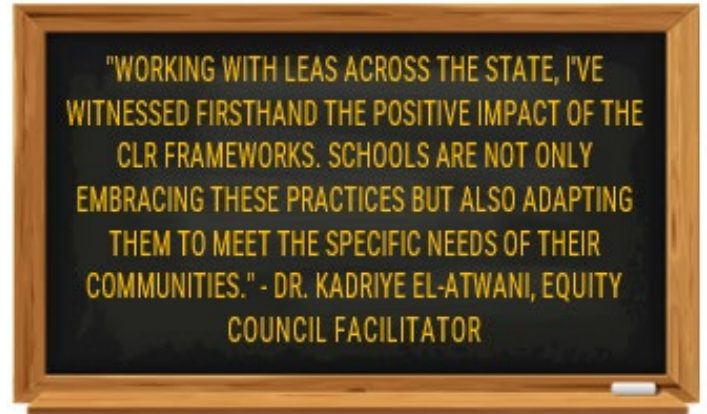
- **CLR Canvas Courses:** Three new courses will be launched in 2024.
- **Equity Council Canvas Course:** A resource covering the history, onboarding, and stages of Equity Councils.
- **Martinez-Yazzie SharePoint Updates:** A 2024-2025 section will be added to SharePoint, featuring a new reporting document for Equity Council leads to share annual highlights, challenges, and accomplishments.

By revisiting the essential questions, refining processes, and expanding support, we are committed to ensuring that equity work is impactful and sustainable. These next steps will enable deeper alignment, more effective engagement, and meaningful progress toward achieving educational equity across New Mexico.

CONCLUSION

Building Momentum Toward Equity

The progress made by New Mexico's districts and charter schools through Equity Councils reflects a shared dedication to supporting all student groups, fostering CLR practices, and promoting equity in education. This work reflects a steadfast dedication to transformative change and commitment to compliance. Equity Councils have become a vital platform for meaningful discussions, informed decision-making, and collaborative problem-solving. The integration of CLR frameworks and the active engagement of leaders at all levels demonstrate that equity is becoming embedded in the fabric of New Mexico's educational system.



Looking ahead, the focus must remain on sustaining and expanding these efforts. This includes:

- **Reaching All Schools:** Ensuring every district and charter school actively supports all student groups and prioritizes equity planning.
- **Deepening Impact:** Strengthening the focus on underserved students and advancing CLR practices in measurable ways.
- **Innovating Together:** Leveraging data, collaboration, and best practices to address persistent barriers and adapt to evolving challenges.

Equity is not a destination but an ongoing commitment to fairness, inclusion, and opportunity for all students. The dedication of New Mexico's Equity Councils sets a strong foundation for continued progress. Together, we are building a future where every student has the tools, support, and environment to thrive.