

Annual Report

Hispanic Education Bureau

**FISCAL YEAR 2022
FISCAL YEAR 2023**



This report outlines the work carried out by the New Mexico Public Education Department, Hispanic Education Bureau, in New Mexico public schools under the HEA during the fiscal years 2022-2023 and 2023-2024, including an overview of its goals, a line-item budget, the impacts of initiatives, and measurable outcomes.



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The New Mexico Hispanic Education Act (HEA) was enacted in 2010 to address the educational disparities faced by Hispanic students in New Mexico. The first legislation of its kind in the nation, this historic bill was championed by Representative Rick Miera, Representative Mary Helen Garcia, and many of their colleagues, and signed into law by Governor Bill Richardson. The Act provides a statutory framework for creating educational systems that improve academic outcomes for Hispanic students, foster parental involvement, and build collaborative mechanisms among various stakeholders to close the achievement gap, increase graduation rates, and promote post-secondary success. This report outlines the work carried out by the New Mexico Public Education Department, Hispanic Education Bureau, in New Mexico public schools under the HEA during the fiscal years 2022-2023 and 2023-2024, including an overview of its goals, a line-item budget, the impacts of initiatives, and measurable outcomes.



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NMPED

Strategic Pillars

Every aspect of the HEB’s work is guided by New Mexico Public Education Department’s (NMPED) four strategic pillars, which are interconnected and collectively aim to improve educational outcomes for all students in New Mexico.

Specifically, HEB’s investments in identity and belonging programs are primarily aligned with the *Whole Student & Culturally Responsive Education* pillar. These efforts focus on improving student attendance, outcomes, and graduation rates by fostering cultural engagement and creating opportunities for students to fully engage in their education and reach their academic potential.

			
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<p>Educator Ecosystem</p> <p>Ensure every student has well prepared, well supported, highly effective educators who use culturally and linguistically responsive pedagogy to guide their learning and development.</p> <p>KEY COMPONENTS</p> <ul style="list-style-type: none"> • Recruitment and retention of educators • High-quality teacher preparation • Professional development • Principal and superintendent leadership development 	<p>Whole Student & Culturally Responsive Education</p> <p>Support schools and classrooms in providing students with deeper, enriched academic learning that is integrated with social-emotional learning and is culturally and linguistically responsive.</p> <p>KEY COMPONENTS</p> <ul style="list-style-type: none"> • Culturally responsive instruction • Social-emotional learning • Positive school climates 	<p>College & Career Readiness</p> <p>Increase students’ successful completion of high school with research-based, relevant, applied, and experiential learning opportunities that support all students to become college- and career-ready and to contribute as productive members of their communities.</p> <p>KEY COMPONENTS</p> <ul style="list-style-type: none"> • Career-connected learning • Community-centered opportunities • College acceleration programs • Post-secondary readiness 	<p>Student Supports & Opportunities</p> <p>Provide equitable access to asset-based support services and learning opportunities that enable all students to thrive in their educational setting regardless of their demographics, family income level, or disability status.</p> <p>KEY COMPONENTS</p> <ul style="list-style-type: none"> • Health services • Attendance supports • Extended learning opportunities



Mandate

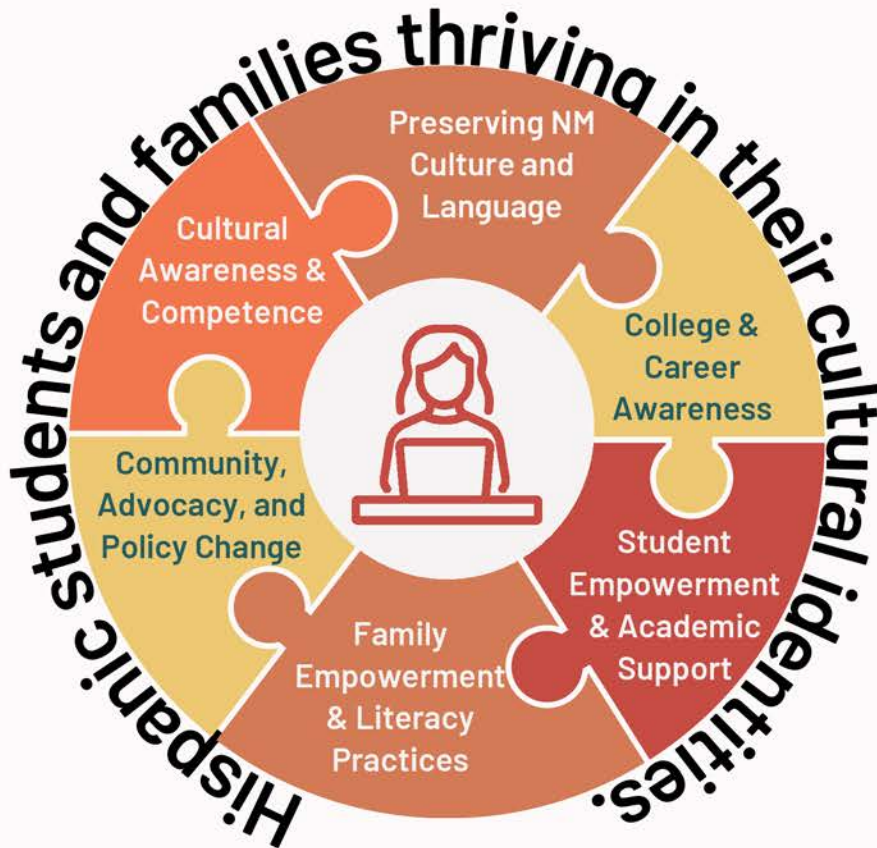


Develop Educational Systems: Provide programs and policies that improve the academic success of Hispanic students.

Encourage Parental Involvement: Foster active participation of parents and families in their children’s education.

Promote Collaboration: Provide mechanisms for all stakeholders to work together to enhance educational opportunities for Hispanic students.

Theory of Action





The

Hispanic Education Advisory Council

The Hispanic Education Advisory Council (HEAC) was established to provide critical guidance to the Secretary of Public Education on improving educational outcomes for Hispanic students in New Mexico. The council focuses on enhancing public school education, fostering increased parental involvement and community engagement, and supporting Hispanic high school graduates in pursuing and succeeding in post-secondary academic, professional, or vocational education pathways.

Comprised of up to 23 members appointed by the Secretary, the council includes representatives from public schools, post-secondary institutions, teacher preparation programs, parents, Hispanic cultural and community organizations, business leaders, and other stakeholders. Appointments prioritize geographic diversity to ensure statewide representation. Members serve voluntarily and elect a chairperson and other officers as needed.

The HEAC met four times in 2022 to prepare for its advisory role to the Secretary of Education. In 2023, the council convened nine times, culminating in its first formal advisory presentation to the Secretary. Continuing its work in 2024, the HEAC met seven times, demonstrating its ongoing commitment to supporting systemic improvements for Hispanic students.

While members dedicate their time and expertise without compensation, their contributions are instrumental in shaping policies that address the needs of Hispanic students and their communities across New Mexico.

HEAC Members

- | | |
|--------------------------------------|--------------------------|
| Dr. Adam Garcia Amador (Chair) | Mandi Torrez |
| Dr. Jennifer Gomez-Chavez (Co-Chair) | Dr. Marlene Melendez |
| Gigette Nieto (Secretary) | Matt Montaño |
| Abenicio E. Baldonado | Miguel Baca |
| Alisa Cooper de Uribe | Mike Ogas |
| Dr. Catherine Martinez Berryhill | Dr. Pedro "Pete" Vallejo |
| Elisa Begueria | Rose Marie A. Lopez |
| Dr. Fred Montalvo | Tasia Martinez |
| Julia Rivera-Tapia | Dr. Vanessa De Leon |
| | Veronica M. Vigil |



NMPED

Hispanic Education Bureau



Since the passage of the HEA in 2010 and the landmark Yazzie and Martinez ruling in 2018, New Mexico has become a national model for creating inclusive educational environments that affirm and honor the identities and aspirations of Hispanic students and their families. The Hispanic Education Bureau (HEB), established under the Identity, Equity, and Transformation Division at the NMPED, is committed to addressing systemic challenges and improving outcomes for Hispanic students in New Mexico.

The Hispanic Education Liaison, established by the HEA, plays a pivotal role in shaping state policy, contributing to the five-year strategic education plan, and fostering culturally relevant and equitable learning environments. By collaborating with school districts and charter schools, the Liaison ensures access to instructional materials and opportunities tailored to the unique needs of Hispanic students. Additionally, the Liaison works directly with the HEAC to support school communities in creating inclusive environments and diverse representation. This includes assisting schools in recruiting parents and families to serve on committees that reflect the ethnic diversity of their communities. Through these efforts, the Bureau continues to drive meaningful progress toward educational equity and opportunity for Hispanic students at all levels.

In 2022, the HEB received a \$500,000 non-recurring appropriation to advance its mission of promoting equity for Hispanic students. This funding, allocated across Fiscal Years (FY) 2022 and 2023, supported key initiatives aligned with the mandates of the HEA. The appropriation was used to establish the HEB, develop a family engagement tool, and support programs in several New Mexico schools. By FY2023, the bureau received a \$1,000,000 non-recurring appropriation to expand efforts and reach more schools, provide additional programmatic support, and award scholarships directly to families and teachers, amplifying its impact statewide.

The Hispanic Education Act investments have yielded significant progress in key areas:

- **Cultural Identity and Belonging:** Arts and music programs funded by mini-grants helped foster a sense of cultural pride. Participation doubled in many schools, with students reporting increased engagement and a stronger connection to their identity.
 - 91% of students felt inspired to do better in school.
 - 94.7% felt performing for groups improved their self-esteem.
 - 93% planned to continue participating in their programs.
- **Latinos in Action Expansion:** Participation doubled from 4 to 8 schools between school years 2022-2024, enhancing leadership skills and literacy tutoring.
- **Parent Engagement:** Over 100 parents attended the Semillas y Raíces Institute, where they received training and resources to better engage in their children's education.
- **Professional Development:** Teachers and administrators engaged in culturally responsive training, enhancing their ability to serve Hispanic students effectively.





HEB

Team



The **Hispanic Education Liaison**

- Advises the Secretary of Public Education
- Supports the Hispanic Education Advisory Council
- Leads the Hispanic Education Bureau
 - Develops and executes the Bureau’s strategic plan.
 - Collaborates with NMPED staff.
 - Provides resources to districts and charter schools.
- Assists districts and charter schools in recruiting parents and families to serve on key committees.
- Assures that the mandate of the HEA is carried out in communities.

The Hispanic Education Liaison is a mandated position.

The **Hispanic Education Program Coordinator**

- Supports the Hispanic Education Liaison.
- Ensures program accountability and provides guidance to districts and charter schools statewide.
- Offers technical assistance, instructional leadership, and feedback to schools and districts.
- Conducts data analysis, program evaluation, and monitoring through audits and site visits.
- Collaborates with stakeholders, including administrators, educators, and families, to advance HEA goals.

The **Business Operations Specialist**

- Provides administrative support for the Hispanic Education Liaison and budgetary oversight of the HEA.
- Delivers customer service and technical assistance to districts and charter schools statewide.
- Supports HEA fiscal management and ensures office resources, such as supplies and technology, are maintained.





HEB

Timeline

- August 2022** HEB is established at NMPED.
- September 2022** Full-time Hispanic Education Liaison is hired.
- September 2022** HEB establishes offices in the Jerry Apodaca building in Santa Fe.
- December 2022** Full-time Hispanic Education Program Coordinator is hired.
- December 2023** Full-time Business Operations Specialist is hired.

Since its establishment, the HEB has prioritized fostering meaningful engagement with key stakeholders. Over the school semesters, HEB staff travelled to nine schools across New Mexico to observe the efficacy and success of HEB supported programs.

The HEB has worked closely with the HEAC, collaborating and supporting HEAC meetings.

In addition, the HEB partnered with staff from the NMPED and engaged with broader education and business communities through key events, including:

- State of Hispanic Education Forum and Discussion (2022) at the South Valley Multigenerational Center in Albuquerque.
- The Association for Latino Administrators and Superintendents Four Corners Meeting (2023-2025) hosted by New Mexico State University (NMSU).
- Latinos in Action + HEAC VIP Breakfasts (2023-2024), held at NMSU and the University of New Mexico (UNM), fostering dialogue among education leaders and stakeholders.
- Dual Language Education New Mexico Conferences (2023-2024), including the NM Semillas and Riaces Parent Institute, in Santa Fe and Albuquerque, to support dual-language education initiatives.
- New Mexico Parent Teacher Association (NMPTA) Conference (2023-2024), promoting collaboration with parents and educators.





HEB

Investments



Establishing the Hispanic Education Bureau

Prior to the FY 2022 legislative appropriation of \$500,000, the HEB was nonexistent, and significant effort was required to create and build the HEB. To ensure the effective management of legislative appropriations, HEB partnered with Regional Education Cooperatives, enabling efficient resource allocation and program oversight. The Bureau established its operational headquarters in Santa Fe, New Mexico, providing a central hub for its work. Consequently, over 40% of the appropriation was allocated to staff salaries and benefits, office expenses, and basic operating budget.

Over the past two years, HEB has made monumental strides, including expanding its staff to include a Hispanic Education Liaison, Program Coordinator, and Business Operations Specialist. This team now leads the HEB's efforts to implement HEA initiatives, enhance educational outcomes for Hispanic students statewide, and ensure consistent representation of Hispanic students within NMPED and the broader community.

Hispanic Education Instructional Materials & Supplies

The HEB provided instructional materials and supplies to support Hispanic identity programs across New Mexico schools, enhancing both academic and cultural engagement.

For instance, HEB **distributed 150 copies of the book Equity in School Parent Partnerships** to parents attending the DLeNM Parent Institute: Semillas y Raíces.

Additionally, a **student-run printing and embroidery shop was established at Albuquerque Technology Leadership High School**, a school with 97% Hispanic enrollment. These initiatives demonstrate HEB's commitment to empowering Hispanic students and families through innovative and meaningful resources.

48.6% of New Mexico's population self-identifies as Hispanic or Latino.

(2024 US Census)



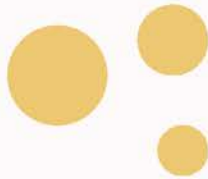


Professional Development for Stakeholders & Partners

The HEB has worked to create an ecosystem of Hispanic education advocates through collaborations with organizations such as Dual Language NM and NMPTA. These initiatives not only aimed to improve programming for Hispanic students and families, but also offered professional development for advocates.



- Hosted **community input sessions** and work sessions in collaboration with the Hispanic Education Advisory Council.
- Conducted **workshops** with the New Mexico Association of Latino Administrators and Superintendents.
- Engaged stakeholders to **build social, cultural, and political capital**.
- Collaborated internally** at NMPED to improve programming for Hispanic students and families.



Hispanics can be of any race, and they differ by socioeconomic status, fluency in English and Spanish, region of the country they or their family comes from, documentation status, and generational status in the US.

(Valenzuela , 2016)

Dual Language Parent Institute Scholarships



The Dual Language Education of New Mexico (DLeNM) is a New Mexico-based, nonprofit organization working with schools and educators nationally and internationally to develop, support, and advocate for high-quality dual language education.

in 2024, the HEB **sponsored 64 parents to attend the Semillas y Raíces Parent and Community Institute**, where attendees **received the Equity in School-Parent Partnerships book and curriculum** by Socorro Herrera, Lisa Porter, and Katherine Barko-Alva.



Latinos in Action

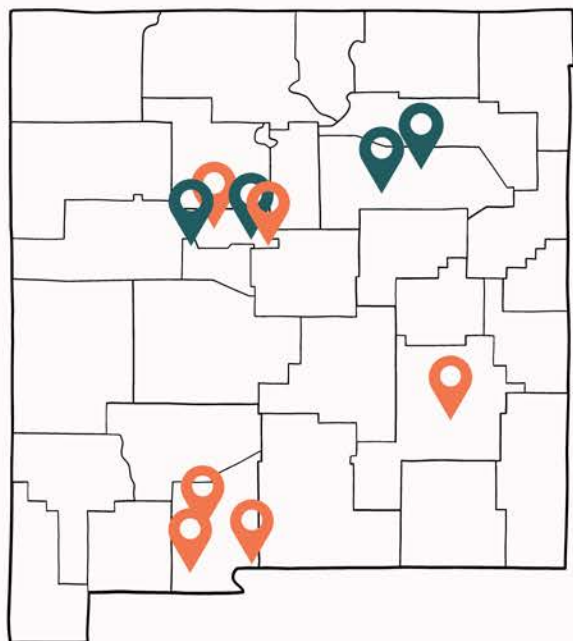
Latinos In Action (LIA) is an innovative program **addressing the graduation and opportunity gap for Latino students through an asset-based approach.** Operating within the educational system, LIA offers a year-long elective course taught by qualified educators at middle school, junior high, and high school levels. These courses combine evidence-based instructional strategies and culturally responsive teaching best practice. The program’s mission is to empower Latino youth to lead and strengthen their communities.





The number of Hispanics or Latinos in the United States may almost double within the next 40 years.
(Vespa Et Al., 2020)

LIA’s unique model has demonstrated measurable success nationwide, **providing students with the tools and support they need for college and career readiness.** Its impact was recognized in 2015 when the program received the White House Bright Spot for Hispanic Education award, a distinction granted by the White House Initiative on Excellence in Hispanic Education.

A core tenet of LIA is a commitment to community service. **LIA students provide literacy tutoring in elementary schools,** offering hands-on learning experiences and boosting confidence among Hispanic and Latino students.



LIA Growth in New Mexico

-  Participating Schools: 2022-2023
-  Participating Schools: 2024-2025



Latinos in Action

In 2024, the Hispanic Education Bureau partnered with LIA and New Mexico State University (NMSU) to host **the first annual LIA Conference**, bringing together students, educators, and community leaders to **celebrate Latino achievement** and leadership. The inaugural conference took place on February 23, 2024, at the NMSU campus in Las Cruces, followed by a second conference on May 14, 2024, at the University of New Mexico (UNM) in Albuquerque. These events **provided a platform to showcase the success of pilot schools** implementing the LIA curriculum during the 2023–2024 school year.

Both conferences were **free for students and staff**, with lunch provided. Participants engaged in competitions across various categories, including **scholarships, performance arts, short films, visual arts, and writing**. The events also featured vibrant **performances by local schools**, including Pecos Middle School, Albuquerque Bilingual Academy's Mariachi La Promesa, Lovington Municipal Schools' Folklorico Group, Alma D'Arte High School, Santa Rosa Elementary School's Folklorico Group, and Clovis High School. These conferences showcased the transformative impact of the LIA curriculum in fostering leadership, cultural pride, and academic excellence. At the same time, **it connected students with Hispanic leaders who can inspire them to aspire to similar achievements.**



64% of New Mexico's student population is Hispanic.
(NM Vistas, 2021)





Hispanic Arts & Music Mini-Grants

The HEB awarded **Hispanic Arts and Music Mini-Grants to 11 schools with Hispanic student enrollment of 85% or higher**. These grants were designed to **start or sustain arts and music programs** that foster a sense of belonging and cultural identity for Hispanic students, encouraging them to attend and stay in school. By strengthening cultural connections, these programs aim to improve student engagement and, ultimately, graduation rates.



The programs supported through these grants range from **folklórico dance groups and mariachi ensembles to hip-hop dance groups and música Nuevo Mexicana**. Many schools reported increased interest in participation, with some programs expanding from five students to as many as 20. Notably, Clovis High School, Santa Rosa Elementary, and Lovington Middle/High School saw their **enrollment in arts and music programs double**. These initiatives are proving to be transformative, creating vibrant opportunities for Hispanic students to connect with their heritage, build community, and thrive academically.



Hispanic Arts & Music Mini-Grants

The increased participation in arts and music programs supported by the HEB has fostered greater engagement not only among students but also within their families. **Parents and family members have played a crucial role** in sustaining these programs, **volunteering their time and expertise** to ensure their success. From **sewing costumes and cooking meals to sharing their skills and knowledge** with students, parents provide invaluable support that enriches these initiatives and **enhances the overall educational experience**.



Students involved in music or visual arts clubs tend to **achieve higher scores** across their academic studies.

(Ishiguro, Ishihara, & Morita, 2023)

A **quality-of-service survey** conducted with students participating in HEB mini-grant recipient programs revealed the following:

- **91%** of students **felt inspired to do better in school**.
- **94.7%** of students felt performing for groups **improved their self-esteem**.
- **93%** of students **planned to continue participating** in their programs.

These programs offer students opportunities to **explore their identities, connect with their heritage, and develop a deeper understanding of their cultural roots**. Without the dedication of families and teachers, these programs would not exist. Their contributions create a vital foundation for success and inspire students to take pride in their cultural heritage.





Family Engagement Infrastructure & Program Design

Authentic engagement ensures that parents, family members, and community members **have a seat at the decision-making table**; however, navigating advocacy can be challenging. HEB invested in infrastructure to **empower families and communities** through knowledge about public education policies and funding. The program offered Canvas courses for families, helping them understand educational policies and advocate for effective policies at the federal, state, and local levels to better support their students.

Empowering Families with Local, State, and Federal Policy Knowledge

The Hispanic Education Act

Empowering Families with State and Local Level Budget Knowledge

51% of Hispanic students come from **low socioeconomic backgrounds**.

(NMPED, Student Success & Wellness Bureau, 2022)

Hispanic Student Scholarships

In alignment with the HEB's mission to support student success and cultural identity, **scholarships were awarded to Hispanic students for participation in arts, music, leadership, and career readiness programs.**

A key highlight included sponsoring **45 rising seniors to attend the National Hispanic Institute's (NHI) Collegiate World Series (CWS)** during the 2023-2024 school year. As NHI's capstone experience for high school juniors transitioning into their senior year, the CWS has **prepared future leaders** for over 30 years by **focusing on both college readiness and leadership development**. Through Inquiry-Based Learning, students collaborated to **address complex challenges, create strategic plans for their futures, and develop critical decision-making skills that support their transition to adulthood.**

Additionally, **50 students participated in the New Mexico High School Musical Theatre Awards**, which, for the first time, **celebrated the contributions of Latino Broadway writers and composers**. Through this program, students explored the art of theatrical storytelling, further deepening their connection to their heritage and creative potential. Together, these initiatives empowered students to explore their identities, develop their talents, and **envision a future of leadership and success.**



Photo Credit: National Hispanic Institute





Nuestra Historia y Nuestra Identidad Series

The Nuestra Historia y Nuestra Identidad series was developed to **empower educators in New Mexico to collaborate** with Latino/a/x/e families in **fostering a culturally and linguistically responsive education**.

Prepared for the NMPED by Dr. Socorro Herrera, Dr. Lisa Porter, and Dr. Katherine Barko-Alva, this four-part series offers educators **practical tools and strategies to support meaningful engagement with the unique histories, cultures, and experiences** of Latino/a/x/e communities. Each part focuses on a specific theme and includes narrated modules with pre/post-tests, discussion guides, and reflection prompts to deepen understanding. Designed to run asynchronously, the series provides flexible opportunities for individual or group participation.

The series **emphasizes listening for understanding and moving beyond preconceived notions** of identity to embrace the multifaceted experiences of Latino/a/x/e students as integral to New Mexico's heritage and future. By **promoting a shift in perspective**, these modules aim to inspire educators to view students and their families through a lens of care, respect, and cultural affirmation, **paving the way for a more inclusive and equitable educational landscape**.

Hispanic Student Programming Teacher Stipends

To recognize and **support the educators who are the foundation of Hispanic-focused programming**, the HEB distributed \$80,000 in teacher stipends in 2022-2023 and 2023-2024. These stipends acknowledged the invaluable contributions of teachers who **devoted countless hours** to leading programs that celebrate Hispanic culture and helped offset expenses many incurred to create impactful experiences for their students.

Beyond this, the stipends supported a range of other opportunities for teachers, such as **enabling teachers to attend** the national **Latinos in Action** conference, **National Hispanic Institute**, and the **Enchantment Awards**.

Many educators ensured Hispanic programs flourished by creating opportunities for students to connect with their heritage and community. **Investing in the educators who make these programs possible reinforces the HEB commitment to Hispanic students across New Mexico.**





HEB

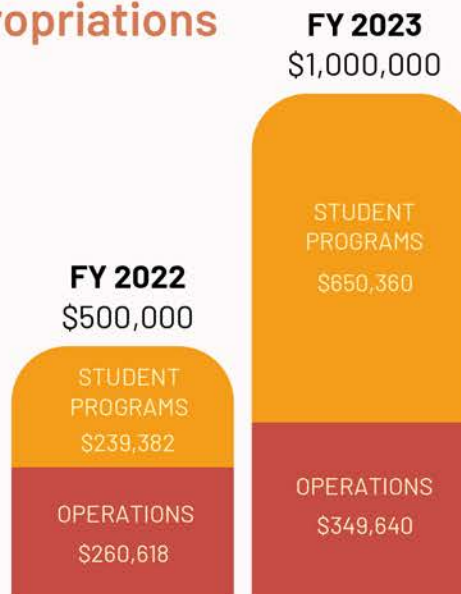
Budget



Non-Recurring Legislative Appropriations



HEB is not included in the NMPED budget, requiring that HEB operating expenses, including salaries, be drawn from any appropriation received.



2022-2023 Investments

HEB Positions Salary + Benefits	\$172,715.20
HEB Operations	\$87,903.19
Hispanic Education Instructional Materials/Supplies	\$5,135.05
Family Engagement Infrastructure and Program Design	\$113,491.47
Latinos in Action Curriculum Year 1	\$46,300.00
Hispanic Education Professional Development	\$56,678.17
Regional Education Cooperative Services	\$17,776.92
Total (2022-2023):	\$500,000





HEB

Budget

2023-2024 Investments

HEB Positions Salary + Benefits	\$328,067.10
HEB Operations	\$21,572.92
Hispanic Arts and Music Mini-Grants	\$168,166.03
Family Engagement Infrastructure and Program Design	\$145,136.30
Hispanic Student Scholarships for Camps	\$79,754.99
Hispanic Student Programming Teacher Stipends	\$67,245.00
Latinos in Action Curriculum Year 2	\$59,300.01
Hispanic Education Instructional Materials/Supplies	\$37,734.82
Spanish Translation Services	\$21,066.19
Dual Language Parent Institute Scholarships	\$14,250.00
Hispanic Education Professional Development	\$9,531.81
Regional Education Cooperative Services	\$48,174.83
Total (2022-2023):	\$1,000,000

Ensuring the future and growth of the HEB requires a permanent fund and that three positions be integrated into the NMPED's general budget.





The

Path Forward

In just a short time since its establishment in 2022, the Hispanic Education Bureau has made remarkable strides in addressing the systemic challenges faced by Hispanic students in New Mexico. By **fostering cultural pride, addressing systemic challenges, and collaborating with educators, families, and community stakeholders**, the HEB has quickly become a vital force in fulfilling the mandate of the HEA.

In a state where about three of every five students are Hispanic (NM Vistas, 2021), the **HEB plays a critical role in addressing longstanding proficiency gaps**, which can reach up to 18% in subjects like math, science, and language arts (NMPED Hispanic Education Status Report, 2022-2023). The HEB's innovative programs have celebrated the rich cultural identities of Hispanic students, strengthened student engagement, and supported academic success. By supporting educators and students alike, the HEB has laid the groundwork for lasting change.

Despite the significant progress, there are critical challenges that, if addressed, can become opportunities to strengthen the HEB's long-term impact:

- **Staff Needs:** Fully integrating HEB staff salaries into the NMPED budget is essential to ensure stability and continuity of operations.
- **Permanent Fixture Status:** Establishing the HEB as a permanent entity within the NMPED would reinforce its credibility and secure its role in driving systemic change.
- **Sustainable Funding:** While the initial pilot programs have shown promise, sufficient funding is required to scale these initiatives and ensure their sustainability beyond the pilot phase. Developing long-term funding strategies will be key to turning these challenges into transformative opportunities.

The Hispanic Education Bureau's journey has only just begun, and its vision is clear: to create an equitable and inclusive educational system that supports the dreams of New Mexico's Hispanic students and their families. Through continued investment, collaboration, and innovation, the **HEB is poised to become a national model for systemic change** that honors the cultural and academic potential of Hispanic learners. As we look to the future, the HEB reaffirms its commitment to celebrating the heritage of New Mexico's Hispanic communities while driving meaningful progress for generations to come.







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