

# Equity Councils

New Mexico Legislative Education Study Committee

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# Why Equity Councils?

## INSPIRATION

- In 2004-05, a committed group of APS educators and community stakeholders came together to discuss and generate their **BEST IDEAS** grounded in the **LIVED EXPERIENCE** of students, families, and educators in order to improve outcomes for students.
- The Equity Council lifted up a solution that brought people together to envision what was possible: a school that would **CHANGE THE TRAJECTORY** for youth and families.
- Working together, anything is possible. This is our moment as an entire state to **ENVISION THE POSSIBLE** and work to **MAKE IT A REALITY**.
- **NMPED needed a specific way to begin to engage districts and charter school leaders in addressing systemic change to equitably meet the needs of students.**

# The Equity Council Experience

In March 2020 marked the launch of monthly training and support for the newly established equity councils across New Mexico.

Four essential questions to guide the establishment of the councils:

- **Q1: How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?**
- **Q2: 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?**
- **Q3: How do we establish an equity council that moves the district or charter school beyond compliance to commitment?**
- **Q4: How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?**

The essential questions remain the guide for the development of supports, the framing for critical dialogue about creating equity and a tool to gauge council challenges.

# Composition of Equity Councils

## EQUITY COUNCIL MEMBERSHIP

**AT LEAST 50%** of members belong to student groups:

- Students with disabilities
- English Language Learners
- Native American students
- Economically disadvantaged students

Other members include:

- District/Charter leadership
- School staff
- Parents and other family members
- Students
- Community members
- Members of Tribes/Pueblos

15 Members total; serving staggered terms; selected through a fair & equitable process

# Desired Outcomes

## READINESS & PLANNING

- **READINESS ASSESSMENT** to determine how Districts and Charters are serving and leveraging funds for student groups, as well as the implementation of the Indian Education Act, Hispanic Education Act, Bilingual Multicultural Education Act, Individuals with Disabilities Education Act, and Office of Civil Rights
- District or Charter level **EQUITY PLAN** (based on the assessment) to support school transformation

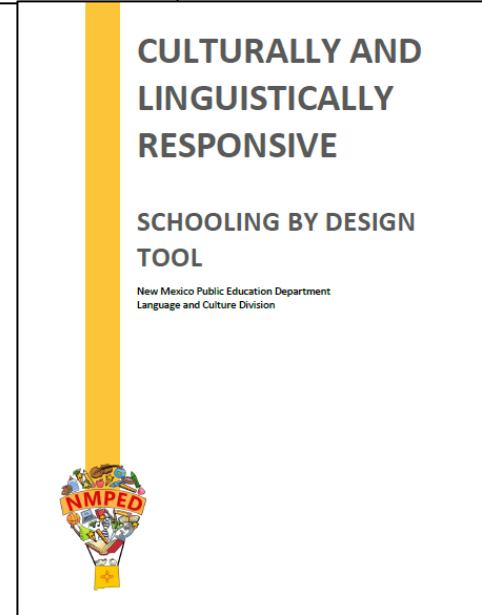
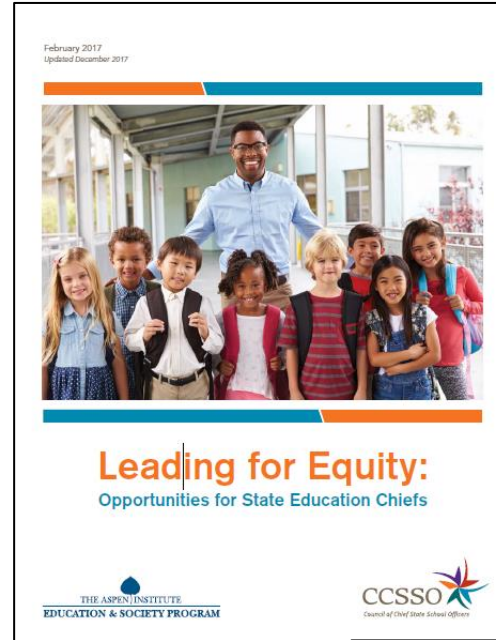
## IMPLEMENTATION

- **CULTURALLY & LINGUISTICALLY RESPONSIVE FRAMEWORK** for schools that holds student identity, culture, and language at the center of the system
- District and Charter system for **REPORTING AND TRACKING FUNDING** and funding use to improve outcomes for at-risk students, Native American students, students with disabilities, students who are English learners, and economically disadvantaged students

## Key Supports for LEAs and Charters

- Webinars and trainings (8) held in Fall, Spring, and Summer (2019-2020) with monthly training offered beginning March 2020
- Hands on tools for Equity Councils (e.g., readings, associations, best practices)
- Equity Council meeting documents and resources
- New Mexico Vistas to track annual progress

# Key Supports for LEAs and Charters



# Next Steps for 2020-2021 Academic Year

- Provide monthly support that provides timely and relevant skills development, deep learning, and actionable tasks
- Address COVID and the social change era and impacts on equity conversations
- Provide anti-racism and awareness training to districts/charters and implement a peer coaching model
- Improve and continue to provide access to resources via NMPED Website
- Adopt and refine capacity scores for equity councils as a tool
- Leverage readiness assessments for implementation to inform Equity Plans
- Identify, train, and deploy technical assistance coaches to districts/charters
- Establish and strengthen strategic community partnerships



Ahe'hee!

"Fight for the things that you care about, but do it in the way that will lead others to join you."

- Late Supreme Court Justice Ruth Bader Ginsburg

