



Enhancing Equity and Excellence: A Roadmap to Reinvention

Board of Education Meeting
February 18, 2020

Veronica C. García, Ed.D.
Superintendent of Schools

Actions to be taken under *Enhancing Equity and Excellence: A Roadmap to Reinvention for SFPS*

The Board of Education directs the Superintendent of Schools to bring back no later than the last regularly scheduled Board meeting in February 2020 a process, framework, and projected budget for the Board's consideration, which will include engagement of stakeholders, demographers, and experts in various disciplines to address the following and any other areas that the Superintendent deems relevant and necessary:

- a. Equity
- b. Aging Facilities
- c. Per-Pupil Expenditures
- d. Declining Enrollment
- e. School Boundaries
- f. Interzone Transfers and Creative Recruitment of Students in Santa Fe County
- g. Reimagined Program Delivery to include magnets, demonstration/training sites, curricular-focused programs like IB, Dual Language, Computer Science, the Visual and Performing Arts, Business and Entrepreneurial, Cultural Diversity, Distance Learning, etc.

Stakeholder Outreach

November 2019 to February 2020



Stakeholder Feedback

- Early Board commitments and agreements to the process
- Focus and communicate the process
- Define and implement communication protocol
- Define policies or processes, including governance, for decision-making
- Establish clear parameters, goals and guidelines for committees, task forces, workgroups, etc.
- Transparency, Transparency, Transparency
- Stakeholders should know parameters in advance of work
- Use an out-of-District project manager. Community engagement facilitators should be bilingual and culturally sensitive
- District's creative and inventive work should continue during the process

Stakeholder Feedback Continued

Recommended Action #1: Amend Equity Statement

“We affirm in our actions that each student can, will, and shall learn. We recognize that based on factors including but not limited to disability, race, ethnicity, and socio-economic status, **sexual orientation, gender identity, and gender expression,** students are deprived of equitable educational opportunities. Educational equity is the intentional allocation of resources, instruction, and opportunities according to need, requiring that discriminatory practices, prejudices, and beliefs be identified and eradicated.”

Stakeholder Feedback Continued Recommended Action #2

“The Board of Education would develop its explicit commitments to the process at a future study session.”

Theory of Action

“If we are transparent and collaborative in our process with our stakeholders then we will garner trust and commitment to the process and support for equity-based solutions.”

Key Value: Collaboration

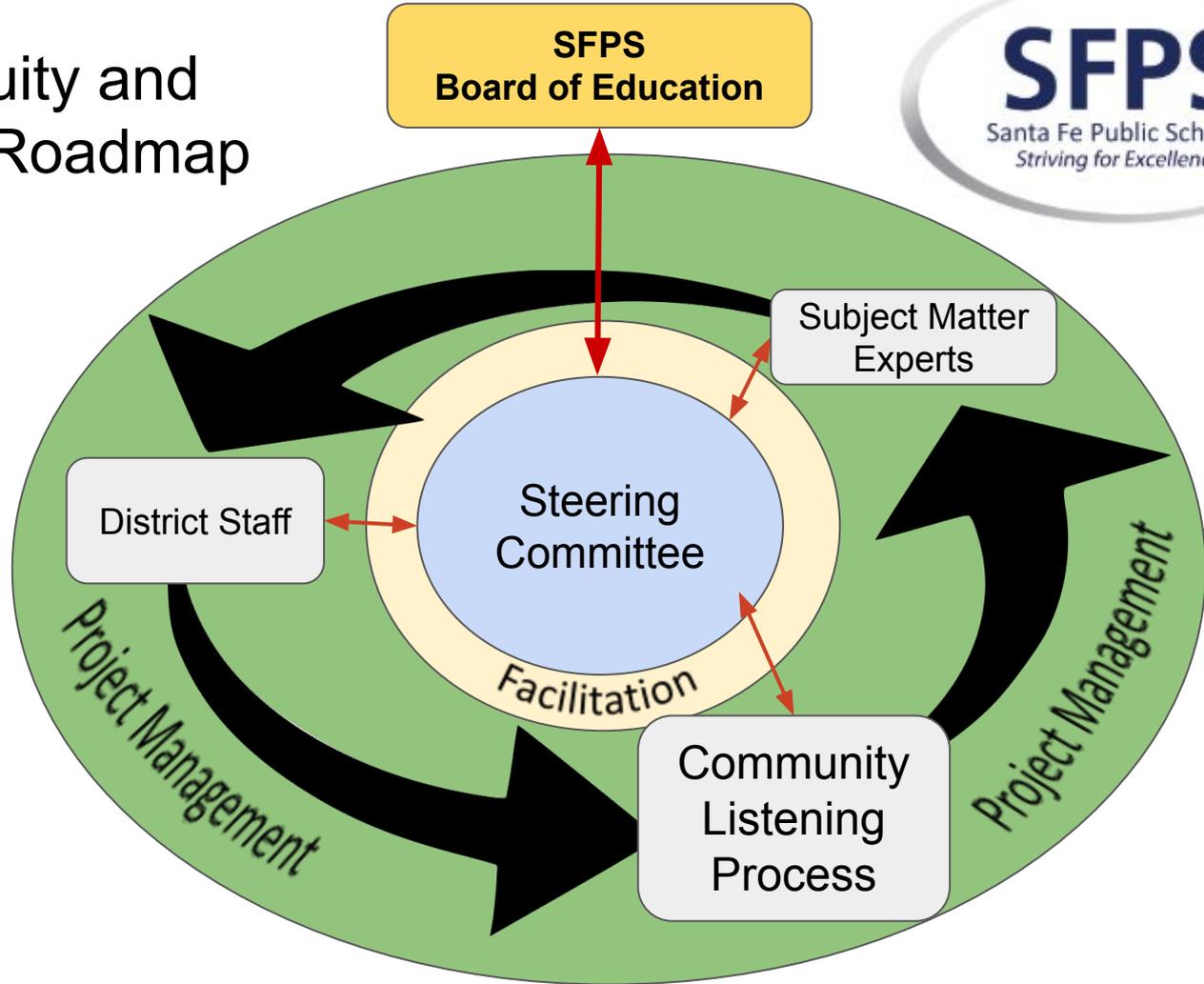
- Expand SFPS' culture of collaboration (i.e., Project North Star, core values' setting, etc.)
- Engage stakeholders
- Involve students and alumni

Definition: Collaboration is a process of participation through which people, groups, and organizations work together to achieve desired results. Collaborations accomplish shared vision, achieve positive outcomes for the audiences they serve, and build an independent system to address issues and opportunities (Adapted from the Collaboration Framework --

Addressing Community Capacity--The National Network for Collaboration)

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Governance

The Board of Education accepts and vets recommendations from the steering committee, adopts policies and takes actions consistent with the collaborative process and theory of action as appropriate with the goal to build strong and supportive school communities.

Steering Committee Structure

Excellence and equity are the steering committee's overarching values.

- Co-Chairs--Board president and superintendent (2)--staffed by select District staff
- Each Board member selects one representative from their districts (5)
- NEA-Santa Fe president or designate (1)
- Santa Fe Principals' Association representative (1)
- Mayor or designate (1)
- County manager or designate (1)
- Santa Fe Community College president or designate (1)
- Local tribal leadership representative (1)
- Superintendent's Equity and Diversity Council representative (1)*

*The Equity and Diversity Council was created by PED regulation and functions independently from the steering committee process; although it may channel recommendations to the steering committee

District Staffing: Deputy superintendent (2), CFO (1) and other staff as needed

Steering Committee Expectations

- Utilize multi-prong innovative and traditional community engagement processes
- Utilize a project manager
- Utilize facilitators who will engage in an innovative and traditional community listening process
- Complete work no later than January, 2021, unless reauthorized by the Board of Education
- Review stakeholder input on all recommendations
- Review all recommendations to assess what will advance equity and excellence for all students
- Vet recommendations, request staff and consultant support as needed and make final recommendations to the Board of Education
- Develop group norms, including using consensus decision-making
- Develop a meeting schedule
- Consider facilitation by a contracted facilitator in collaboration with the co-chairs
- Post agendas and minutes on the District's website
- All official communication from the committee will be reported by the co-chairs to the Board of Education and posted on the District's website

Proposed Reinvention Initiative Budget

Project Manager	\$100,000
Facilitator	\$30,000
Contract Services	\$95,000
Other (food, stipends, facility expenses, surveys materials, etc.)	<u>\$25,000</u>
Approximate total	\$250,000*

***or less**

Questions and Next Steps