



K-Career Coalition Long Term Outcomes and Objectives

AN #1 – Children Succeed Academically in Healthy Schools

1. Schools fully embrace diversity, equity, and inclusion

Objective 1: By 2025, a fully encompassing Diversity, Equity & Inclusion (DEI) needs assessment, will be developed for the County districts.

Objective 2: By 2028, districts will have an increased number of education navigators to help underserved families (e.g., immigrant families, students with disabilities, and other underserved populations) navigate the school system.

2. Students' basic needs are met, so they are ready to learn.

Objective 1: By 2025, more parents in the county will be equipped to navigate the education system/supports (e.g., IEP development/testing, mentors, etc.).

Objective 2: By 2028, districts will have an increase in wrap-around supports centers (e. g., food bank, clothes bank, job training programs, etc.).

3. Improved mental and behavioral health among students, staff, and families.

Objective 1: By 2025, Social Emotional Learning (SEL) curriculum/programs (e.g., Raising Healthy Children, trauma-informed instructional practices, restorative practices, etc.) will be implemented in the Doña Ana County (DAC) school districts.

Objective 2: By 2028, students will have increased access to behavioral health services in the schools (the % of students feeling sad or hopeless in Doña Ana County reporting will decrease).

Objective 3: By the end of 2026, parents/families will have increased awareness regarding mental/behavioral health issues from a culturally responsive lens & in a format that is language accessible (Ex. signs & symptoms & where to go/what to do). Pre and post-test training will show improvement.

4. Students have equitable access to resources and student supports.

Objective 1: By 2026, school-based mentoring and individualized advising will be developed at more middle and high schools.

Objective 2: By 2025, the # of businesses/community and industries connected to schools in the county will increase.

AN #2 – Equitable Access and Success in Higher Education & Career

1. Increased equity in higher education enrollment, retention, and completion. Higher education demographics more closely match DAC demographics.

Objective 1: By 2028, more low-income, students with disabilities (SWD), English Language Learners (ELL), Hispanic/Latinx, African American/Black, and Native American students will be enrolled in Early College High School (ECHS)/dual credit/college prep programs.

Objective 2: By 2028, there will be an increase in wrap-around services for higher education students (e.g., food banks, housing support, decrease food and housing insecurity).

2. Students participate in career and work-based learning opportunities.

Objective 1: By 2026, the % of students enrolled in work-based learning (WBL)/experiential learning/internship programs will increase (including on-site and virtual programs to increase equity)

Objective 2: By 2026, the number of businesses, nonprofits, and college departments partnering with districts for youth WBL will increase.

3. Highly skilled workforce in DAC. Increased number of people in sustainable careers.

Objective 1: By 2028, the # of students completing certificate/degree programs and obtaining local higher-skilled jobs increases (to align the “supply & demand”).

Objective 2: By 2028, wraparound supports for employees and job seekers will be developed (e.g., transportation, child care services, job training opportunities, etc.).

4. All students have early exposure to career knowledge.

Objective 1: By 2026, the number of students and families accessing in-person career and education counseling will increase.

Objective 2: By 2028, the % of middle and high schools integrating career and experiential learning opportunities into the core curriculum will increase.