



4.05.23

Strategy Session / Action Planning
AN 1 - Children Succeed Academically in Healthy Schools



Action Network 1 - Children Succeed Academically in Healthy Schools

Long Term Outcome # 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.

Strategy	Action Steps	Timeline <i>By when?</i>	Project Lead/Party Responsible	Measures	Notes
1. Start with pulling together info on what DEI assessments the 3 districts are doing (contacts to reach out to: LCPS-Roberto Lozano/Wendi Miller-Tomlinson, GISD-Rosy Villalobos, HVPS- Toni Hull)					
2. Also identify what other DEI assessments have been done locally that would be relevant (ex: Strengthening Families Immigrant Families project)					
3. Coordinate with district equity councils					

4. Create a county DEI assessment (like the ECE Needs Assessment) that pulls together data and includes community voice from focus groups (this would be the main focus of this objective)					
5. Disseminate DEI assessment to community and identify ways to integrate findings into the 3 districts and the Success Partnership					



Action Network 1 - Children Succeed Academically in Healthy Schools

Long Term Outcome # 1: Schools fully embrace diversity, equity, and inclusion

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

Strategy	Action Steps	Timeline <i>By when?</i>	Project Lead/Party Responsible	Measures	Notes
1. Identify and assess who is already in these kinds of roles in the districts (LCPS Welcome Centers, McKinney-Vendo staff, migrant education staff, community school staff, school social workers, etc)					
2. Identify governmental, University/higher ed, nonprofit, and/or business's DEI agencies to partner with (Ex: NMSU Borderland & Ethnic Studies), Border Servant Corps, LC3, Resilience Leaders, etc)					
3. Connect with LCPS and other bilingual support communities: https://www.facebook.com/people/LCPS-Bilingual-Community-Outreach/100063706852248/					

4. Coordinate the one stop shops (Resilience Leaders, Vamos Niños, FYI, etc)					
5. Utilize Symbify to connect programs in one online platform					



Action Network 1- Children Succeed Academically in Healthy Schools

Long Term Outcome # 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)

Strategy	Action Steps	Timeline <i>By when?</i>	Project Lead/Party Responsible	Measures	Notes
<p>1. Implement and support family engagement programs countywide that empower families to speak up for their children and navigate education systems (Abriendo Puertas, FLI, First Teacher, Parents as Teachers) in multiple languages- create plan to get classes to families and underserved populations throughout the county (focus on SWD, ELL, immigrant families, LGBTQ & other underserved populations)</p>	<hr/> <hr/> <hr/> <hr/>				
<p>2. Create network of parents who train/mentor other parents (this is partly dependent on the 1st strategy)</p>	<hr/> <hr/> <hr/> <hr/>				
<p>3. Rather than create new parent involvement groups, identify what groups already exist and come up with ways to coordinate their efforts (integrate faith-based communities, other places parents are already comfortable). Parents Reaching Out, 21st Century funds to do parent/adult learning events</p>	<hr/> <hr/> <hr/> <hr/>				

<p>4.Coordinate with One Stop Shops to make sure parents have access to them when needed</p>					
<p>5. Pursue funding sources to help alleviate financial and other barriers to parent participation</p>					
<p>6. Map out the GISD, HVPS, and LCPS afterschool programs: -Cover more ground -Offer the right programs at different schools -Data-informed program placement, work with NMSU STEM Outreach on this</p>					



Action Network 1- Children Succeed Academically in Healthy Schools

Long Term Outcome # 2: Students' basic needs are met, so they are ready to learn

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

Strategy	Action Steps	Timeline <i>By when?</i>	Project Lead/Party Responsible	Measures	Notes
1. Identify and work with federal programs staff, Community School coordinators, school administrators (Principals) and similar district staff to design strategy around wrap-around supports in the districts	 				
2. Work with districts to identify clear pathways and strategies for outside entities (nonprofits, community partners) to access schools (facilities, parents) - this is a big barrier	 				
3. Identify which wrap around supports are most critical (Housing? then connect with Tierra del Sol, Habitat for Humanity & others. Food? work with Casa de Peregrinos, churches, etc. Job training? partner with DACC, The Bridge, local Dept of Workforce Connection centers, etc)	 				
4. Connect with local district CTE programs (like LCPS "Dress for Success") and identify options for parents or opportunities to work with districts on multi-generational approaches to CTE	 				

5. Coordinate with One Stop Shops, Symbify, and other related services to ensure districts can use them as resources					
6. Explore mobile supports (Vamos Niños, Resilience Leaders) and how to integrate them into the wrap-around supports effort)					
7. Map out the GISD, HVPS, and LCPS afterschool programs: -Cover more ground -Offer the right programs at different schools -Data-informed program placement, work with NMSU STEM Outreach on this					
8. Engage with students throughout county (or in each district) to integrate their needs into wrap-around supports (focus groups, surveys, other activities)					



Action Network 1 - Children Succeed Academically in Healthy Schools

Long Term Outcome # 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.

Strategy	Action Steps	Timeline <i>By when?</i>	Project Lead/Party Responsible	Measures	Notes
1. Identify who the lead social workers/counselors are for each district. Meet with them to understand the needs (how many mental/behavioral health staff are in the schools, what are their primary roles, what are the gaps that need to be filled)					
2. Identify and engage in policy advocacy needed to increase SEL resources					
3. Work with district teachers and behavioral health staff to identify necessary SEL professional development opportunities that are needed, collaborate to build regular trainings into district calendar					

4. Work with SEL4NM and other relevant stakeholders to identify and prioritize SEL best practices to communicate and advocate to districts.					
5. Explore collaboration between PED & Schools for incentivized training opportunities, see what is already in place					
6. Identify curriculum and practices that already exist in local schools and are working (Zen Zones, outdoor learning, Teacher Hubs for teacher/staff support, etc)					



Action Network 1 - Children Succeed Academically in Healthy Schools

Long Term Outcome # 3: Improved mental and behavioral health among students, staff, and families

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).

Strategy	Action Steps	Timeline <i>By when?</i>	Project Lead/Party Responsible	Measures	Notes
<p>1. Meet with Rose Ann. Work with LC3 to identify how this objective overlaps with their goals/objectives. What strategies are they working on that overlap with this objective where we could combine our efforts? K-Career Coordinator (or other K-Career members) go to LC3 meetings</p>					
<p>2. Identify who the lead social workers/counselors are for each district. Meet with them to understand the needs (how many mental/behavioral health staff are in the schools, what are their primary roles, what are the gaps that need to be filled)</p>					
<p>3. Work with community partners (like LC3) to increase screening for MH (like we do screening for sight/hearing) - preventive/catch early. -Could be through partnership with MH providers in community (so not another task for the schools)</p>					

<p>4. Partnerships with Higher Ed institutions/departments to keep clinicians local to fill positions and increase access to services (LC3 is likely working on this)</p>					
<p>5. Work with SEL4NM on this objective - utilize their expertise in best practices</p>					
<p>6. Explore bringing in to schools therapeutic services as self-care and incentives for students/teachers/staff? -Yoga, mindfulness, massage, acupuncture, etc</p>					
<p>7. Regularly offer educational series or after school services to students in mental and behavioral health subjects</p>					
<p>8. Work with family engagement programming to work together on how to integrate parent support for their kid's mental/behavioral health</p>					

9. Pair artists in the community with clinicians to explore alternative types of therapeutic services to offer students. Also video games and online methods for students to have regular access to resources. timing, location, best practice. Identify online resources and methods (including gaming) for students to have regular access to resources for mental health and well-being					



Action Network 1 - Children Succeed Academically in Healthy Schools

Long Term Outcome # 3: Improved mental and behavioral health among students, staff, and families

Objective # 3: By the end of 2026, parents/families will have increased awareness re: 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).

Strategy	Action Steps	Timeline <i>By when?</i>	Project Lead/Party Responsible	Measures	Notes
1. Work with LC3 on what is already happening in this area and how we can work together					
2. Work with SEL4NM on this objective - utilize their expertise in best practices					
3. Integrate family engagement programming- programs like Abriendo Puertas, FLi, etc have mental health components that help increase awareness					
4. Coordinate with one stop shops to make sure parents have access to info about resources					

5. Use pre and post test (surveys) to measure changes in awareness					



Action Network 1 - Children Succeed Academically in Healthy Schools

Long Term Outcome # 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.

Strategy	Action Steps	Timeline <i>By when?</i>	Project Lead/Party Responsible	Measures	Notes
1. Identify district staff working on these areas, talk to them about their needs					
2. Identify the best ways to reach retired professionals and recruit them to help serve in this area (mentor middle and high school students, use CommunityShare to share their knowledge/experience)					
3. Work with districts on peer mentoring supports- what is already available, what are the needs, and work on how to implement what is needed for each district					
4. Partnership with DACC & NMSU students - provide credit to college students for participating in mentoring district students					

5. Work with business/industry on how after school programs can be developed for mentorship purposes. Support existing programs like KidsCan and their expansion					



Action Network 1 - Children Succeed Academically in Healthy Schools

Long Term Outcome # 4: Students have equitable access to resources and student supports.

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

Strategy	Action Steps	Timeline <i>By when?</i>	Project Lead/Party Responsible	Measures	Notes								
<p>1. Contact LCPS (Carrie Hernandez- Assoc Dir Career Tech), Hatch, Gadsden and Gadsden CTE and Career related staff in the districts - recruit for involvement in this objective. Identify what they're already doing, what the gaps are, how can the Success Partnership mobilize the community to help. Share WBL outcomes from strategic plan with district and school leadership (for buy-in)</p>	<table border="1"> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> </table>					<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>	
<p>2. Contact Chambers for business participation, develop event or regular opportunity for businesses to join with education and build business/student mentorship</p>	<table border="1"> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> </table>					<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>	
<p>3. Identify the best ways to reach retired professionals and recruit them to help serve in this area (mentor middle and high school students, use CommunityShare to share their knowledge/experience)</p>	<table border="1"> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> </table>					<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>	
<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>		<table border="1"> <tr><td> </td></tr> </table>			

<p>4. Connect with new industry/big business to recruit them for involvement with the schools (Ex: 828 Productions for film/media mentoring). Work on changing the culture of big business in the area so that involvement with the schools is a given (giving to schools, involvement in the partnership, providing experiential learning opportunities, getting plugged in to CommunityShare, etc)</p>					
<p>5. Work with Workforce Talent Collaborative (WTC) on what they've already done in this area, what are their plans, what is the overlap with this objective, and identify best ways for WTC and Success Partnership to collaborate</p>					
<p>6. Contact local Workforce Connections (there is a new one stop shop coordinator) identify which resources they can offer towards this objective</p>					
<p>7. Research R.E.A.L. training, YTY (Youth Teaching Youth) and other related programs to identify and recruit into partnership to work on this objective</p>					
<p>8. Identify which after school programs business/industry may be able to offer</p>					

