

Advisory Working Group Name: Supporting Education – Dr. Carmen Gonzales and Dr. Veronica Garcia, co-chairs

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Please state your objectives in this policy in four bullet points:

- **Early Childhood:** Improve access to high-quality Early Childhood Education (ECE) programs for all Santa Fe families.
- **Workforce development:** Establish mentorships, internships, apprenticeships, and job training partnerships between the city, business, schools and higher education.
- **Civic Engagement:** Connecting youth to elected officials, public servants and activists by partnering with Santa Fe Public Schools (SFPS), Santa Fe Community College (SFCC), and non-profits for job shadowing/mentorships, and programs such as “first vote” that promote service learning and political participation.
- **Restorative Justice:** Empower students and youth to resolve conflicts in- and out of school using restorative justice processes. Include in this work a commitment to Trauma Informed best practices across city and community agencies while also focusing and educating the community on ACEs (Adverse Childhood Effects).

State of Play:

1. **What problems are you trying to solve?** The committee seeks to define a role for the city in the care, education and well-being of the city’s children and youth, and, particularly in reducing disparities in opportunities, supports, and life chances. The city can act as a catalyst that helps identify, publicize, “pave the way,” and find common ground and joint action among resources and missions of private, public, state and federal entities. Leveraging and coordinating resources for equity can be a win-win for our young people and the city itself. Connecting our youth to professionals in our city, ties them to our city.
2. **What opportunities are clearly present?** Opportunity Santa Fe: Birth to Career has been using a “collective impact” strategy to support children and youth since 2013. With the Santa Fe Community Foundation (SFCF) serving as a “backbone” organization, the City of Santa Fe Mayor’s Children, Youth and Families Community Cabinet, SFPS, and dozens of non-profits have developed 2020 Targets and Aspirational Goals, an infrastructure for community participation (including several active working groups focused on specific challenges), and a website with information and a data hub to map progress. It can marshal and use philanthropic support to augment public dollars. It is an initiative that the Mayor’s office should help lead and support.
3. **How would you characterize the current state of play?** A lot of work has been done by SFPS, Opportunity Santa Fe and the many partners in education, but much remains to be done to engage fully all segments of the city. Having Opportunity Santa Fe continue its work adding the Mayor’s priorities should work well. SFCC has many programs that will offer young people training for potential jobs and could provide direct support for young people transitioning to adulthood.

Action Items:

- Early Childhood Education (ECE) – Work with SFPS and SFCC to support a career ladder so that current ECE paraprofessionals can move to become fully qualified educators.
- ECE – Develop partnership with city ECE providers to recruit teachers to Santa Fe with the city and the county-wide Early Childhood Steering Committee.
- ECE – Work with the New Mexico Early Childhood Development Partnership to find ways to increase Gross Receipt Tax or other appropriate tax sources to expand and subsidize ECE. The City of San Antonio increased their sales tax by 1/8th of a cent and generate over \$35 million per year for PreK.
- Becoming Brilliant in Santa Fe – Create a family-friendly website with an interactive map that links to all public and non-profit learning programs and supports for students and youth in Santa Fe. Note: The Partnership for Community Action in Albuquerque has developed an app on which families report the community programs they are participating in. Opportunity Santa Fe and Santa Fe Public Schools are in the process of inventorying programs and are willing to share.
- Restorative Justice – Working with SFPS, SFCC, Communities In Schools of New Mexico, city department of public safety, and appropriate non-profits, develop and promote restorative justice programs in K12 and higher ed to strengthen campus communities and other public spaces, prevent bullying, and reduce student conflicts. Provide cross-agency training and implementation.
- Community Schools – To address “whole child” well-being, including social, emotional and academic needs of students and youth, partner with community agencies/non-profits to provide, during and after school wrap around services and supports for those that need them, with guidance and direction of Communities In Schools in New Mexico.

- Out of School Time – Working with partners and Opportunity Santa Fe, provide comprehensive free enrichment for kids after school/summer. Expand city’s recreational programs and partner with the Community Educators’ Network (a working group of approximately 50 providers, including museums, and other arts and culture entities) to develop programs.
- “Read Santa Fe” – Launch a campaign that celebrates that our city is a city that reads—from its youngest to its oldest members. Select books for the entire city to read and follow up with discussions and articles in the local newspaper or community spaces. Must include bilingual and multicultural books.
- Make Santa Fe a Trauma-Informed City – Work with existing groups engaged in trauma-informed practices and ACE to extend training and implementation in city-wide agencies.
- Getting Ready for Work and Civic Participation— Working with the city, schools, community college, community non-profits, and business partners, develop a formal process for providing mentorships, internships and apprenticeship opportunities for students and youth that build trustful learning relationships between young people and adults who are engaged in contributing productively to their community.

Viewpoints: Who are the most important players and what are their perspectives on this issue? Who else is working in this issue area who we need to involve to help implement your action items?

The Santa Fe Public Schools and Santa Fe Community College have strategic plans in place that seek to ensure every Santa Fe student has the resources and support needed to be successful life long-learners. Aligning Santa Fe’s primary public education institutions’ strategic recommendations with the City of Santa Fe and Opportunity Santa Fe efforts will result in an effective and well-coordinated plan. Communities In Schools of New Mexico; Opportunity Santa Fe Collaborative Working Groups, United Way of Santa Fe County, Learning Policy Institute, and other non-profit agencies will also be involved in this work.

Process: What are the six, nine, and twelve-month milestones? What are deliverables related to action items?

6-month:

- ECE - Work with the schools and higher ed to develop an advertising campaign to recruit teachers to Santa Fe.
- Read Santa Fe could be initiated fairly quickly. Will need to come up with books that would be of interest to the city. Mayor Webber could honor and promote Santa Fe’s multilingual and multicultural environment through newspaper and social media avenues.
- “Becoming Brilliant”: website that lists available educational offerings and benefits for students and youth in Santa Fe. Opportunity Santa Fe and SFPS have databases of many partners that could be expanded into a City website.
- Identify and increase access to formal and informal after-school and summer education to narrow “opportunity gaps.”
- Research and apply for grants and other funds to support various support programs.

9-month:

- ECE - Align funding for children and youth, arts commission and human services.
- ECE – Find funding for early childhood. As mayor, Alan Webber, along with other ECE leaders, will be the city’s advocate in the Roundhouse to advocate for structural, permanent funding for ECE.
- Out of School Time - Strengthen and expand existing partnerships between City Parks and Recreation, SFPS, SFCC and other partners.
- Conduct a partnering Inventory (Opportunity Santa Fe has started on this) of existing community programs and opportunities that outlines how each of the city departments could act as partners with other agencies to support the city’s young people through mentoring and internships.
- Develop, coordinate and promote with the city, the business community, nonprofits and the schools to develop mentorships, internships and apprenticeships for our youth. Some could be paid, some as service learning, some as course credit and some unpaid. Collaborate with Opportunity Santa Fe and INSPIRE Santa Fe, which are developing tools.
- Research and apply for grants and other funds to support various support programs.

12-month:

- Support and build off existing work within Restorative Justice, Social Emotional Learning and Trauma Informed Care to expand training opportunities city-wide. The Mayor’s *Supporting Education Advisory Committee* believes that trauma informed care and restorative justice practices will foster a safe and supportive community environment in which our city’s young people may learn, grow and thrive.
- Research and apply for grants and other funds to support various support program.

4-year vision: In a short paragraph, what will have been accomplished after 4 years?

The Mayor’s Supporting Education Advisory Committee recommends aligning and augmenting existing efforts of SFPS, SFCC, public and private organizations to mobilize the talent and assets in our city. Our community’s pre-existing relationships enable collaborative assessment, planning, execution, evaluation and leveraging of funds. The support and involvement of the city and

the Mayor will deepen community conversation, permit strategic alignment, and empower our diverse community to take bold, important steps towards the support and well-being of our children and youth.

Resource People: Are there additional organizations and groups to contact?

- Opportunity Santa Fe – Katherine Courtney – kcourtney@santafecf.org
- NM Early Childhood Development Partnership – Edward Tabet-Cubero, edwardtc@uwsfc.org,
- Communities In Schools of New Mexico – Julia Bergen, jbergen@cisnm.org
- SFCC Childhood Center of Excellence – Jennifer Sallee, [jennifer.sallee@Santa Fe Community College.edu](mailto:jennifer.sallee@SantaFeCommunityCollege.edu)
- LANL Foundation – Jenny Parks, jenny@lanlfoundation.org
- INSPIRE Santa Fe – Todd Lopez, todd@nmfirm.com
- Investigate what other cities have done to develop cross-sector, collective impact initiatives through Living Cities and Strive www.striveinternational.org/ouraffiliates/