

RAICES DEL SABER XINACHTLI COMMUNITY SCHOOL

Strategy Sessions October 19 & November 16, 2024



Raíces del Saber Xinachtli Community School (Raíces) is a unique initiative in elementary education. A public charter school in Las Cruces, New Mexico, Raíces uses a dual language two-way immersion 90/10 model and integrates Mesoamerican Indigenous knowledge and the Nahuatl language into the curriculum to promote appreciation of cultural heritage and meet the requirements of its State charter. Since opening in 2019, Raíces has added one grade level each year and now serves over 130 K-5 students.

[In May 2023, Representatives of the Raíces Community](#), including faculty, founders, parents, board members, and community partners, engaged in a planning process that established five three-year goals. The school community was also committed to obtaining a new charter and maintaining financial stability.

In the fall of 2024, the school community—including founders, community partners, administrators, teachers, board members, parents, and students met over two sessions to chart progress and develop one-year action plans to continue to move toward its goals. During the October 19th session, participants focused on analyzing accomplishments through storytelling. During the November 16th session, participants focused on identifying current priority needs and potential actions before forming three Action Teams and a calendar of activities that will result in the following one-year objectives:

Goal 1: Effective community partnerships:

- Community partners have set 2025-26 school year commitments
- The Student Council's ideas are reflected in community partnerships and strategic plans
- NMSU MOUs are in place for the 2025-26 school year

Goal 2: Curriculum alignment at the grade levels and the school level

Goal 3: Accelerated teacher development


Goal 4: Powerful, preventive student care (These goals are served by one Action Team)

- Increased reading and bi-literacy scores
- Math training that supports increased math scores
- 30 headsets with microphones

Goal 5: Future facilities that provide safety and security

- A final decision has been made on staying or moving to a new facility: 1/22/25
- A completed written plan with a site map and funding proposal
- A Capital Outlay application has been submitted

The following summary presents the work product from the October 19th and November 16th planning sessions, [a list of participants, and pictures from the events.](#)

 Raices del Saber Xinachtli Community School Strategic Sessions - 2024-2025						
Name	Organization	Email	19-Oct	16-Nov	Sent invitation	Total Participants
Staff:						
Dr. Hector Giron	Head Administrator	hgironadmin@raicesdelsaber.org	1	1	1	1
Lucia Carmona	Operations and Community Engag	lcarmona@raicesdelsaber.org	1	1	1	1
Elva Varela	Office Manager	evarela@raicesdelsaber.org	1		1	1
Joann Aldana	Office Assistant	jaldana@raicesdelsaber.org	1		1	1
Sandra Castorena	1st grade Teacher	scastorena@raicesdelsaber.org	1	1	1	1
Alessa Ibañez	3rd grade Teacher	aibanez@raicesdelsaber.org	1	1	1	1
Jorge Estrada	2nd grade Teacher	jestrada@raicesdelsaber.org	1		1	1
Carlos Aceves	Instructional Coach	carlosaceves@raicesdelsaber.org	1	1	1	1
Luis Ramos	5th grade Teacher	lramos@raicesdelsaber.org	1		1	1
Diana Ginez	OST Coordinator	dginéz@raicesdelsaber.org			1	
Brian Garcia	IEC member	bgarcia@raicesdelsaber.org	1		1	1
Lupita Soto	IEC member	lsoto@raicesdelsaber.org		1	1	1
Elia Esparza	Food Service	eesparza@raicesdelsaber.org	1		1	1
Guadalupe Hernandez	1st grade EA	ghernandez@raicesdelsaber.org	1	1	1	1
Gladyslay Cerna	SPED teacher	gcerna@raicesdelsaber.org		1	1	1
Jaime Rascon	IEC member	jaimerasconzubia@gmail.com	1		1	1
Blanca Muro	Custodian	bmuro@raicesdelsaber.org	1	1	1	1
Sarah Herrings	SPED teacher	sherring@raicesdelsaber.org	1		1	1

Name	Organization	Email	19-Oct	16-Nov	Sent invitation	
Partners:						
Wanda Bugler-Tamez	Century and Co-Founder of Raices	wquzman@nmsu.edu			1	
Lois Stanford	Professor, Cultural Anthropology, Dept of Anthropology NMSU	lstanfor@nmsu.edu	1		1	1
Jane Asche	Raices Co-Founder and Collaborator	janeasche@comcast.net	1	1	1	1
Elizabeth Anichin	La Semilla Food Center	liz@lasemillafoodcenter.org		1	1	1
Dr. Emma Armendariz	Raices Co-Founder and Collaborator	eig.armendariz@gmail.com		1	1	1
Irene Oliver-Lewis	Raices Co-Founder and Collaborator	iolewis@zianet.com		1	1	1
Dr. Abe Armendariz	Collaborator	eig.armendariz@gmail.com		1	1	1
Dr. Minea Armijo	NMSU Bilingual Department	minea.armijo@gmail.com			1	
Teddy Carrasco	Las Cruces Church of Christ	tcarrasco@lccps.net		1	1	1
Zell Huemetewa	NISN-Schools Sustainability	zell@nacainspiredschoolsnetwork.org		1	1	1
Daniel Ulibarri	NISN - Operations Director	daniel@nacainspiredschoolsnetwork.org		1	1	1
Parents:						
Eric Rodriguez-K & 2	Chair of Concilio de Padres	rodriguezleric@gmail.com		1	1	1
Elisa Avila	Vice Chair of Concilio de Padres	eelv9204@gmail.com		1	1	1
Guadalupe Gutierrez 2nd	2nd grade Representative	acegutierrez81@yahoo.com		1	1	1
Diana Godinez	3rd grade Representative	godinezdl2000@yahoo.com	1		1	1
Sandra Ruiz	3rd grade Representative	sandrarg951@yahoo.com	1		1	1
Maria Realzola	4th grade Representative	maria.realzola87@gmail.com	1	1	1	1
Luisa Soto	3rd grade	luisasoto82@live.com	1		1	1
Cindy Duran	3rd grade	cindypdl11@hotmail.com	1		1	1
Aralis Chavez			1	1	1	1
Raices GB Members						
Ismael Camacho	GB Chair	ismael.camacho77@gmail.com		1	1	1
Veronica Lucio	Secretary	verolucio6377@gmail.com			1	
Maria Elena Garza, DeVar	GB Treasurer	elenagarza575@gmail.com	1	1	1	1
Ana Mangino	Vice-Chair	anammm@comcast.net	1		1	1
Patsy Lopez	member at large	pativ1@yahoo.com			1	
Timothy Karpoff	Facilitator	timkarpoffabq@gmail.com	1	1	1	1
TOTAL PER DAY			22	25	49	
TOTAL					49	39





Raices Del Saber Xinachtli Community School Planning • October 19, 2024 Work Product
Accomplishments/Marks of Progress 2023-24



(Specific accomplishments are listed underneath each 3-Year Goal; Overall/summary accomplishments are noted at the bottom of the page.)

Goal 1: Effective Community Partnerships	Goal 2: Curriculum Alignment: Grade level & School level	Goal 3: Accelerated Teacher Development	Goal 4: Powerful, Preventive Student Care	Goal 5: Future Facilities for Safety and Stability
<ul style="list-style-type: none"> • NISN partnerships are inspiring and needed for every student • La Semilla aid in the Jardin; looking forward to a Land-based Learning Committee • A powerful sense of community • NMSU partnerships • Opportunities for growth for all participants • Classes for parents; service to the whole educational community • 21st Century OST (Out of School Time) program • Students' painting permanently installed at County Treasurer's • Achievement of First Charter • Parents' Council established By-Laws; Maria joining Concilio del Padres • Lots of community experience brought to Raices 	<ul style="list-style-type: none"> • Graduation of the first 5th Grade class—and their capstone presentation • The Garden has been integrated into the schedule • The Art Exhibition • The student art exhibit at a local museum 	<ul style="list-style-type: none"> • Teaching of Xinachtli—based on oral traditions • Teachers' experience: coming to Raices was a lucky accident • Many presentations by our teachers at conferences and teacher training workshops • Compromiso Profesional 	<ul style="list-style-type: none"> • Students enjoy being at school • Todos maestros apoyan cada niño • Inclusion for special ed students • Nature Walks • Student Council has been formed • The school plan and community help lift up students • Nawi Ollin's physical education approach <ul style="list-style-type: none"> --NISN inspired --Holistic --Community-centered 	<ul style="list-style-type: none"> • We have a lunchroom! • Students and teachers and dedicated classrooms •
<ul style="list-style-type: none"> ❖ A “dense” network of partnerships has been built ❖ An organic, reciprocal, nurturing sense of networking with partners 	<ul style="list-style-type: none"> ❖ The graduation of the first 5th Grade Class ❖ The Class Capstone Presentation showed the students' abilities and the school's values 	<ul style="list-style-type: none"> ❖ The curriculum and approach to teaching have been operationalized ❖ A constructive process of aligning parent, faculty and administrative values 	<ul style="list-style-type: none"> ❖ Dedicated/assigned staff to take care of students with special needs 	<ul style="list-style-type: none"> ❖ A sense of having an “actual” physical school, with dedicated classrooms ❖ Greater student ownership
❖ School Re-Certification → Raices del Saber Xinachtli Community School Charter re-certified through 2029				

Raices del Saber Xinachtli Community School Planning November 16, 2024

Key Accomplishments

Participants at the November 16th Session began by reviewing work from the October 19th Session and noting additional or reinforcing accomplishments since designing the 2023-26 Goals. These accomplishments included:

- Renewal of Raices' Charter through 2029 for K1-K5
- 120 students enrolled
- An active Parent Council
- Good community and partner engagement
- An active Student Council
- Integrating the Garden into the school schedule and the education that comes along with it
- Amaranth and Corn Workshops outlining annual rhythms
- Sharing back with the community as leaders in culturally relevant education
- SPED (Special Education) inclusion through Push In; students making progress alongside their peers; building community
- Mr. Carlos Aceves as a Xinachtli Instructional Coach
- Building new educational leaders
- Use of Nahuatl in the curriculum
- Raices has become a model for demonstrating respect for Indigenous Culture
- Raices has created a welcoming environment for Hispanic parents
- We have remained true to our initial goals with our students and the curriculum
- Great leaders, partners, and community
- More staff are invested in Raices' approach and values
- A multilingualism ideology and practice
- Using Indigenous natural ways

Current Priority Needs for 2024-25

Having established a firm foundation of accomplishment, the Planning Group moved to identify current needs that must be addressed to progress toward each goal. These are listed below:

To strengthen Effective Community Partnerships:

- Additional funding to distribute responsibilities across programs fairly
- New partners to create unique community cultural events
- Formal agreements with universities

To strengthen Curriculum Alignment

- Training in applying our bilingual model
- More knowledge re: State requirements
- Curriculum accessibility in all languages
- Integration of music and art; active participation

To strengthen Accelerated Teacher Development

- Understanding of Constructivism
- Learning stations
- How to scaffold mindfulness
- Professional development re: School model
- Creating leadership and sustainability for the school's future
- Incentives for teachers training and retention

To strengthen Powerful, Protective Student Care

- More focus on teaching children and staff the practices of restorative justice
- Teacher training for behavioral challenges/de-escalation techniques
- Full-time RN for the School, services for student benefits

To strengthen Future Facilities for Safety and Stability

- Marketing Plan for K-12 expansion
- Five-Year Plan: Focus on K-5 quality for now to consolidate the school model
- A Facilities Action Team with short, mid, and long-term goals
- Expanded space to allow smaller class sizes
- A space for an updated digital library
- Interactive multimedia library
- Grass! More outdoor space—a playground to accommodate special needs

Circle of Success

After analyzing the Current Needs for each 2026 Goal, participants at the November 16th Session brainstormed potential one-year objectives or accomplishments. They gathered them into a “Circle of Success.” Everyone was invited to imagine specific markers of success “looking back from November 2025.” Ideas are listed below.

- 90% passage rate on State exams
- 90% 4 and 5 levels in I-station
- Our graduates are succeeding in their new schools
- Produce bags from our garden are sent to homes
- Presentation by Raices students at City Hall for City and County officials
- First MOU with NMSU—done!
- Task force facilitators have created short-term and long-term plans for the School
- All teachers are integrated into the 90/10 curriculum model. Having a coach for the 90/10 model.
- Increase in Math scores from -3 to 10% passing score
- Steps have been taken toward preparing culturally relevant food on-site from scratch
- Participation in NM Grown
- A week-long Summer Institute offering training in Xinachtli teaching philosophy
- Successful hearings with elected officials for School Sustainability
- Community partnership to fund professional development for teachers
- Peer learning—faculty lead in-service training in areas they excel in
- 20 more students enrolled, with 40 on the waiting list
- Crisis Prevention Intervention (CPI) training held
- Esperanza training held
- Xinachtli Math training held
- Our students present at other institutions
- International Baccalaureate recognition
- A group of students participate in SBL
- Our school is not as crowded
- Our school is recognized for our language program
- More people come to visit our school

These ideas were used to design an action plan with one-year objectives and quarterly milestone accomplishments/activities. Three action teams were formed to cover the five 2026 Goals. A calendar of the Action Teams, objectives, and milestones is presented on the next page.



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Implementation Calendar for 2024-25

Linking Three-Year Goals, Key “Milestone” accomplishments per calendar quarter, and One-Year Objectives.



<i>Our 3-Year Goals</i>	<i>Nov. 2024-Feb. 2025y</i>	<i>March-April 2025</i>	<i>May -July 2025</i>	<i>August-October 2025</i>	<i>Objectives: Victory!</i>
<i>Effective Community Partnerships</i>	<ul style="list-style-type: none"> Meeting with community partners to share goals and identify the timing of commitments for the Spring 2025 Semester 	<ul style="list-style-type: none"> Reach out to possible (new) community partners and invite them to meet Student Council sets three goals to share with partners and elected officials Explore relationships with NMSU Curriculum & Instruction, BEST + American Indian, Myrnas Children’s Village, NMSU STEM Outreach, MC², etc. 	<ul style="list-style-type: none"> Meeting with community partners to set commitments and timing for the Fall 2025 Semester Student Council presents to people who hold power and community partners on student-identified goals of the school Schedule an event with NMSU at Raices to unify vision and plan partnership 		<ul style="list-style-type: none"> Community partners (La Semilla, Cruces Creatives, et al.) have set 2025-26 school year commitments Student Council’s ideas are reflected in community partnerships and strategic plans NMSU MOUs are in place for the 2025-26 school year
<i>Curriculum Alignment—Grade Level & School Level</i>	<ul style="list-style-type: none"> Special Ed JMP Academy Training Google Classroom Certification classes offered 		<ul style="list-style-type: none"> Esperanza training for K-2 teachers GLAD training over the summer 	<ul style="list-style-type: none"> MC² math training on Fridays Constructivism training source identified 	<ul style="list-style-type: none"> Increased reading and bi-literacy scores Math training supports increased math scores 30 headsets with microphones
<i>Accelerated Teacher Development”</i>	<ul style="list-style-type: none"> Nahuatl Numbers Talks 				
<i>Powerful, Preventive Student Care</i>	(All of the above are scheduled throughout the year.)				
<i>Future Facilities for Safety and Stability</i>	<ul style="list-style-type: none"> Facilities Action Team meets at least twice Final decision on move or not move—January 22 	<ul style="list-style-type: none"> If yes, the Facilities Action Team outlines the Plan going forward. 	<ul style="list-style-type: none"> Meetings with legislators Meetings with potential Founders Identify grant writers 	<ul style="list-style-type: none"> Applications/proposals submitted to Founders and for Capital Outlay 	<ul style="list-style-type: none"> Final decision on staying or moving to a new facility: 1/22/25 Written plan completed, with site map and funding proposal Capital Outlay application submitted