



Our Vision:

All New Mexicans have the skills and confidence they need to be self-sufficient, lifelong learners who are engaged in their communities.

Our Mission:

To inspire excellence in education and learning in Northern New Mexico through innovative programming, collaboration, and advocacy.

Who We Serve:

We are a regional foundation serving babies, students, and their families in Northern New Mexico with an eye towards statewide influence.

Our Commitment:

As a learning organization, the LANL Foundation is committed to listen to the communities we serve and to promote racial and social equity in all our programs and grantmaking. We know that public education plays a unique and powerful role in shaping the trajectories for all communities, especially communities of color — either positively by expanding opportunities or adversely by perpetuating racial disparities.

We will continue to work as an organization to recognize our own biases and privileges and to see the impact that race, poverty, class, language, historical trauma, oppression, and other differences have on our work and our society. We will also encourage this work in other organizations and in our community.

Endowment Restriction:

The LANL Foundation was created in 1997 by leadership at Los Alamos National Laboratory, the University of California, Department of Energy, Los Alamos Public Schools, and the New Mexico Congressional Delegation to support public schools and public school children in the vicinity of Los Alamos National Laboratory. Our endowment earnings for educational enrichment can be used for this purpose and for reasonable administrative expenses in support of this purpose.

Current Programs & Services:

- » **Grants** support the community, public schools, and nonprofits supporting the public schools
- » **Early Childhood Initiative** supports home visiting as a strategy for strengthening families and communities
- » **Inquiry Science Education Consortium** provides STEM curriculum, experiential learning materials, and teacher professional development to 12,000 K–6th graders, and 570 teachers at 43 elementary schools in 8 districts and 1 Bureau of Indian Education school
- » **Scholarship program** is the largest private scholarship pool in Northern New Mexico, available to students in the seven-county region of Northern New Mexico: Los Alamos, Mora, Rio Arriba, Sandoval, San Miguel, Santa Fe, and Taos counties

2017–2019 Strategies:

1. Take a greater leadership and advocacy role for education in Northern New Mexico.
2. Increase home visiting and awareness of culturally sensitive parenting and early childhood learning in Rio Arriba County and the Eight Northern Pueblos.
3. In our K–12 work, broaden programming and grant making to serve a wider range of children. Develop sustainable options for the Inquiry Science Education Consortium while expanding inquiry learning and engaging in innovative assessment and improved indicators to guide future decisions.
4. Manage continued, sustainable growth of our scholarship program and broaden our scope to reach unserved student populations.
5. Grow the assets of the Foundation.

Background & Findings:

In November 2015, the Board of Directors approved a Two-Year Strategic Learning & Transition Plan to research and develop a new approach for the Foundation. Our goals were to spend 12–18 months:

- » Developing strategies for our current programs;
- » Learning about other programs, initiatives, and policies in education that would make the most difference in our communities;
- » Building upon the past work of the LANL Foundation; and
- » Staying focused on our mission, vision, and the reasons for which we were created.

After 12 months of research and learning, our conclusions are as follows:

- 1.** Given the history of the Foundation, and its existence as one of the few foundations in the state dedicated solely to learning and public education, the Foundation is well positioned to increase its influence and prominence in early childhood and K12 public education in Northern New Mexico and in the State. New Mexico does not currently have a strong network of education non-profits and advocates that are working towards meaningful education system improvements. There is a great opportunity for the LANL Foundation to serve a leadership role in this capacity in Northern New Mexico, as a resource for information and a convener of community members and leaders towards the goal of systems improvement and better outcomes for students and families. Over the next three years, we will strive to be a resource and hub for information on public education, sharing best practices and research-supported approaches with our partners and community members. This will require a strong communications strategy and additional staffing time dedicated to this effort.
- 2.** Public school systems are large and multi-faceted. While we recognize that changing an entire system may not be possible in the near term, we can work towards systems change, while also working to support the children currently being served by this system through our grants and programs. We will focus on programs that are based on the learning sciences and brain development research, including expanding inquiry learning beyond Inquiry Science. Each program or initiative will include an evaluation component to measure outcomes and demonstrate impact. We will advocate for our children from birth to career and work to provide tools and mechanisms for families to advocate for themselves and their children.
- 3.** The Board and Staff of the Foundation agree that the Foundation will continue to focus on Northern New Mexico, with a special focus on Rio Arriba County due to its needs and the lack of non-profit support there. In addition, assisting the communities in Rio Arriba County was one of the main reasons the Foundation was created. There is also agreement that the Foundation would rather go “deep” in certain areas, than wide.
- 4.** We will broaden our support of education programs to better serve children at greatest risk of not completing high school. High school drop-out rates in Northern New Mexico are some of the highest in the nation. We will look specifically at programs that link education and economic development for rural Northern New Mexico, providing pathways to alternative careers and post-secondary education. We will also look at programs and models that support the social and emotional well-being of children and support families. We know that without family and community support, our students will not succeed.
- 5.** Our scholarship program continues to grow in dollars raised and scholarships granted. However, staffing levels have remained the same since its inception and the program is challenged to remain sustainable or increase its capacity. Combined with the need to continue growing our resources through planned giving, alumni engagement and by leveraging other funders to have a greater impact in the region—especially for underserved student populations—additional staff will be required. As such, the newly formed joint strategic committee made up of members from the LANLF board and the LAESF advisory committee will develop both short and long range goals in a scholarship program strategic plan.

2017–2019 Strategy Breakout:

Strategy 1: Take a greater leadership and advocacy role for education in Northern New Mexico.

- a.** In partnership with others, work to improve the conditions for families and increase participation, partnership and engagement with the public school systems.
- b.** Provide thought leadership and input for key stakeholders including Tribal, State and local leadership particularly in researching and disseminating information on the learning sciences, innovative systems, growth in the teaching profession, and transformational leadership.
- c.** Support the teaching profession and educators in an effort to positively influence teacher retention and recruitment.

Strategy 2: Increase home visiting and awareness of culturally sensitive parenting and early childhood learning in Rio Arriba County and the Eight Northern Pueblos.

- a.** In order to identify gaps, overlaps, and assets in Rio Arriba County, obtain a comprehensive overview and clear illustration of early childhood services that exist in the following areas in Rio Arriba County: home visiting and parent support; childcare; early intervention; early head start and head start and pre-school.
- b.** In partnership with other community groups in Rio Arriba County, work to improve child outcomes and increase home visiting, convene focus groups to address issues outlined by the stakeholders, such as substance abuse, teen pregnancy, fatherhood involvement, culturally responsive services, and infant mental/behavioral health.
- c.** Help parents and community members in Rio Arriba County increase their understanding of promoting and supporting the healthy birth, development, and learning outcomes of young children.
- d.** Work with the Eight Northern Pueblo tribal communities to increase home visiting and knowledge of early childhood development.
- e.** Support strengthening of home visiting services in New Mexico through partnership, collaboration, and advocacy.

Strategy 3: In our K-12 work, broaden programming and grant making to serve a wider range of children. Develop sustainable options for the Inquiry Science Education Consortium, while expanding inquiry learning and engaging in innovative assessment and improved indicators to guide future decisions.

- a.** Develop models to sustain ISEC beyond the two-year MOUs with districts.
- b.** Develop innovative assessment and improved indicators in addition to existing metrics to measure broader impact.
- c.** Provide ongoing, high quality support for schools.
- d.** Broaden inquiry education into areas beyond science.
- e.** Cultivate partnerships with organizations and community to research and potentially develop a community school that considers social and emotional learning, student-centered, culturally relevant learning and the core skills of creativity, communication, critical thinking and collaboration. Utilize the school beyond three years to demonstrate a system of integrated learning based on a community of practice model.
- f.** Leverage partnerships to provide programming that supports emergent technologies as a mechanism to link education and economic development for Northern New Mexico.
- g.** Oversee partnerships with grantees that support LANLF Mission and Vision particular to the K-12 spectrum, specifically social and emotional support for students, out-of-school time support, possible career pathways, and youth organizing and mentoring.
- h.** Assure a transparent and equitable grant process for all grantmaking.

Strategy 4: Manage continued, sustainable growth of our scholarship program and broaden our scope to reach under-served student populations.

Develop strategies with the joint planning committee (LAESF/Board) to:

- a.** Reduce LANLF Subsidies for LAESF operating to free up funding for other LANLF programs.
- b.** Assess staffing needs and resources of the scholarship program to meet the growth and demands of the program.
- c.** Research and develop a plan to reach more underserved students in our region.
- d.** Expand the newly formed scholarship alumni organization to create a strong base of support for future collaboration and funding.

Strategy 5: Grow the assets of the Foundation.

- a.** Increase investment of staff time in planned giving in order to develop a formal strategy (with metrics) and implement it.
- b.** Increase local, state, and national foundation and government support for our programs.
- c.** Explore additional mechanisms to support administrative costs, such as corporate or other funding partners for specific programs.
- d.** Grow human assets of the Foundation through: 1) continued professional development and learning, 2) adding staff capacity, and 3) continued board and staff equity work.
- e.** Grow the organizational assets by participating in the appropriate Quality New Mexico process improvement.