EQUITY BY DESIGN
LEARNING, LLC

Design for Every Learner from the Start.

Equity by Design Learning Provider Overview

Professional learning for implementation of high-quality instructional materials

Provider Overview

Equity by Design Learning LLC is a New Mexico-based, SBA-certified woman-owned educational consulting and professional-learning firm. We help schools and districts move from purchasing high-quality instructional materials to using them consistently, accessibly, and responsively in daily practice.

Our Professional Learning Commitments

- Content focused: every engagement is anchored in the district's selected core instructional materials, standards, instructional routines, assessments, and implementation stage.
- Active and applied: participants study actual units and lessons, analyze barriers, practice implementation routines, and produce artifacts they can use immediately.
- Collaborative and sustained: programs use professional learning communities, coaching, feedback, evidence review, and 30-, 60-, and 90-day improvement cycles.
- Accessible and equitable: Universal Design for Learning, Multi-Layered Systems of Support, Structured Literacy, disability access, multilingual learner support, and culturally and linguistically responsive practice are integrated without weakening grade-level rigor.
- Evidence informed: implementation artifacts, participant feedback, knowledge checks, student-work review, learning-walk patterns, and follow-up measures guide decisions and program improvement.

How We Support HQIM Implementation

Implementation need	Equity by Design Learning support
Readiness and installation	Clarify roles, access, schedules, communications, professional-learning structures, and evidence sources.
Initial implementation	Develop unit and lesson internalization routines, access plans, coaching supports, and early implementation evidence.
Consistent implementation	Strengthen PLC cycles, student-work calibration, learning walks, feedback, and evidence-based response.
Innovation and sustainability	Build internal leadership capacity and support responsible adaptation while preserving the adopted material's coherence and rigor.

Leadership and New Mexico Experience

Founder and lead facilitator Dr. Sherry L. Fischer-Copeland brings more than 15 years of secondary teaching and instructional-leadership experience, approximately 10 years of mathematics department leadership, multi-year NMPED instructional-material review facilitation, New Mexico Instructional Scope development experience, statewide virtual teaching, curriculum and assessment design, and doctoral research focused on equitable access and engagement through UDL. Equity by Design Learning also holds an executed Cooperative Educational Services contract for professional development and specialized training across New Mexico Regions 1-8.

Adult Learning and Research Foundations

The approach reflects job-embedded professional learning, adult learning theory, implementation science, active learning, deliberate practice, feedback and reflection, collective efficacy, UDL, MLSS, adolescent literacy, and continuous improvement. District context and participant expertise shape examples and supports, while the intended outcomes and HQIM alignment remain clear.

Contact

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