

## Redding Consortium for Educational Equity September 2019—April 2020 Review

### Redding Consortium Definition of Educational Equity:

The Redding Consortium’s definition for educational equity states: “Educational equity requires safe, secure, and student-focused learning environments where every student is intentionally provided access to the support, resources, and opportunities they need to reach their full academic and social potential, in and out of the classroom.” Find the definition here:

<https://www.solutionsfordelawareschools.com/>

### Redding Consortium Process Model:

The Redding Consortium for Educational Equity will use an iterative process model to develop and deliberate local and state policy recommendations and craft policy proposals. **See Process Model on Page 4** or click here: <https://bit.ly/2S41M58>.

### Redding Consortium Proposed Timeline—November 2019—August 2020:

The research team for the Redding Consortium created a document to showcase the Consortium’s top priorities and a timeline for action. The top priorities were focused on educators, redistricting and governance, funding, and the social determinants of health and education. **See Proposed Timeline on Page 5** or click here: <https://bit.ly/2zsdi3R>.

### Redding Consortium—Communications:

The Consortium leadership and the research team thought it would be helpful to create a Facebook page to bolster stakeholder engagement. The Facebook page is “Redding Consortium for Educational Equity.” Visit the site here: <https://bit.ly/3eW6coy>.

### Recap of the Last Full Redding Consortium Meeting on February 13, 2020:

The February 13 meeting largely focused on the Educator Work Group sharing draft recommendations for the Consortium to approve. After a robust discussion, the Consortium approved the recommendations conditional to several questions being answered. The Work Group addressed these questions at the Educator Work Group meeting on March 23, 2020. Find the February 13 meeting materials here: <https://bit.ly/2VwdR52>. Find the March 23 meeting materials here: <https://bit.ly/2VQACzG>.

### Redding Consortium Work Group Updates:

The two active Work Groups are the Educator Work Group and the Redistricting Work Group. Find Work Group membership here: <https://bit.ly/3eIk0To> and meeting materials here: <https://bit.ly/2KvFTrm>.

### *Educator Work Group Recap*

The Educator Work Group has provided recommendations to address concerns regarding the retention and recruitment of high-quality, diverse educators. These recommendations have been updated based on feedback from the Consortium meeting on February 13, 2020. Find the recommendations here: <https://bit.ly/2yAX6wP>.

The recommendations from the Educator Work Group focus on the recruitment, retention, and equitable allocation of diverse, high-quality educators in the City of Wilmington schools and also in Delaware high-needs schools. These recommendations are supported by local and national data and informed by research best-practices. A synopsis of the recommendations is provided below:

#### **Recruiting high-qualified, diverse candidates**

- Develop a Grow Our Own Program.
- Strengthen the Teacher Pipeline.

#### **Retaining High-Quality, Diverse Candidates**

- Address Financial Incentives and Packages.
- Create a Whole School Professional Learning Package Offered to High-Need Schools Within the City of Wilmington.

#### **Supporting a Diverse Teacher Workforce**

- Local Education Agencies (LEAs) should create cohorts of teachers and administrators of color for the purpose of preparing the next generation of teachers and administrators.

While these recommendations do not comprehensively address all educator issues, the Work Group believes they are a positive starting point that will help address some of the systemic issues related to the recruitment, retention, and equitable allocation of diverse, high-quality educators.

### *Redistricting Work Group Updates*

The Redistricting Work Group met three times between December 2019 and February 2020, find meeting materials here: <https://bit.ly/34YpcOA>. There were three other meetings scheduled to occur in March 2020, one was cancelled due to a scheduling conflict with the Co-chairs and two were cancelled due to the COVID-19 pandemic. During the 2019 and 2020 meetings, Consortium co-chairs, Work Group members, IPA and DSU staff members, and public attendees had robust conversations about the path forward for redistricting and how redistricting can be a critical step in creating equitable outcomes for our Delaware students and specifically students in Wilmington and northern New Castle County (NCC).

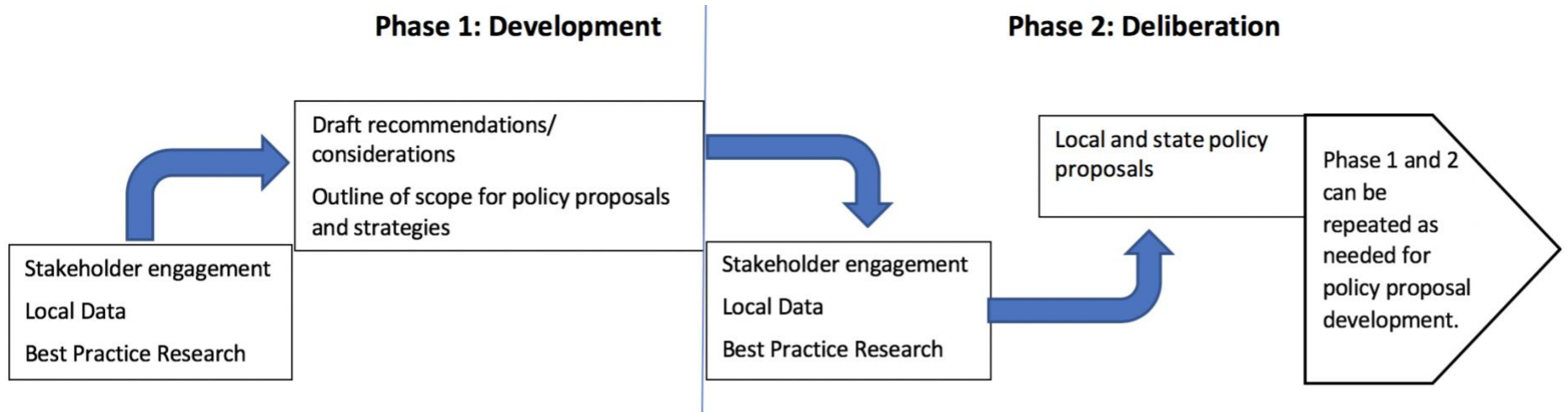
The Redistricting Work Group also discussed several options for redistricting, find the options here (slides 23-29): <https://bit.ly/2XYv1Ke>. These redistricting options were largely based on

options that previous education governance groups in Wilmington and northern NCC put forward, national best practice models were also included. The redistricting options discussed were:

- **Three-district option:** Boundaries for the Christina School District would no longer include City of Wilmington residents and would only include areas in what is now the western portion of the district; however, the Red Clay, Brandywine, and Colonial District boundaries would continue to include areas in the City of Wilmington.
- **Two-district option:** Boundaries of Christina and Colonial school districts would no longer include the City of Wilmington, so residents would receive public education services from Red Clay and Brandywine school districts, charter schools, and the Vo-tech district, thus reducing the number of districts serving Wilmington from four to two.
- **Wilmington District option:** Reestablish a Wilmington school district that would serve all City of Wilmington residents, which could restore local community control of education and consolidate charter school approval and oversight to the Wilmington School District.
- **Northern New Castle County Unified District option:** Create a single school district serving northern NCC comprised of the City of Wilmington, City of Newark, and all suburbs north and west of the city. This option would provide an overarching educational and administrative unit for all publicly funded education entities operating in northern NCC.
- **Northern New Castle County Dual District option:** The dual county district could work two ways. The first option is that this model would create two school districts for northern NCC—east and west. The eastern district would consist of Wilmington as well as Brandywine and Colonial districts, while the western district would consist of the western part of Christina and Red Clay districts. The second option for this model would create three school districts—Brandywine and Red Clay school districts, Christina and Colonial districts, and the Appoquinimink school district.
- **Alternate Education Zone Model option:** An alternate zone model is a type of national best practice used in various cities and districts throughout the country. Zone models are typically defined by varying governance structures, increased school autonomy, access to additional funding as designated by the General Assembly, access to state-allocated capital support, and access to funding and resources from private and nonprofit institutions. This option would essentially create zone districts around schools in which all schools in the zone would receive the same types of extra support.

Due to COVID-19, the Work Group conversations about choosing a redistricting path and moving forward were halted. However, the inequities highlighted and magnified by the pandemic shed even more light on the challenges this work group is trying to address. The next steps for the Work Group are to reconvene and determine a strong path forward for redistricting that positively impacts of all students in Wilmington and northern NCC.

## Redding Consortium Process Model



### Key Inputs Definitions:

- *Stakeholder engagement* includes educators, parents, students, community members and organizations, to ensure their perspectives and involvement are included in the process
- *Local data* consists of gathering Delaware-specific data on each topic is used to assess magnitude and scope of educational equity concerns
- *Best practice research* consists of gathering research from other districts and states to deliberate and create best-practice recommendations.

## Redding Consortium Proposed Timeline—November 2019-August 2020

		November	December	January	February	March	April	May	June	July	August	
<b>Educators</b>	Address the recruitment of educators and the effects of late hiring	Work Group Meetings					Recommendations/ Deliverable					
	Retention of diverse, high-quality educators in High Needs Schools							Work Group Meetings				
	Explore further recruitment, retention, and supply practices										Specific Actions TBD	
<b>Redistricting and Governance</b>	Develop a proposal for redistricting in the City of Wilmington and northern New Castle County	Work Group Meetings						Work Plan				
	Research the viability of the New Castle County Tax District and Tax Pool							Specific Actions TBD				
<b>Funding</b>	Keep all Consortium members informed about ongoing funding issues (i.e. ACLU lawsuit, etc.)	IPA & DSU Team provide funding information to Consortium members on as-needed basis										
<b>Social Determinants of Health and Education</b>	Specific Actions TBD (i.e., SEL programming, school discipline, structural racism)	Specific Actions TBD										