

**Redding Consortium for Educational Equity: Educator Work Group**  
**July 21, 2020**  
**Virtual Meeting**  
**Meeting Minutes**

**Welcome**

The Work Group Co-Chairs, Noelle Picara and Representative Mike Smith, called the meeting to order at 4:00 p.m. They opened the floor for introductions from the Work Group and public members. The Work Group reviewed and approved the minutes from the previous meeting on March 23, 2020. The Co-Chairs reviewed the charges of the Work Group to help focus the members on their purpose and goals. Additionally, the Co-Chairs provided the Consortium's definition for educational equity, which was determined at the start of the Consortium. The Co-Chairs presented the Consortium's decision-making model and discussed the Work Group's current phase for their recommendations. The Work Group is in phase two which consists of deliberation, writing, refining for stakeholder engagement, and gathering of further local data and best practices.

**Review of Recommendations**

The Co-Chairs presented data and information that was requested at the previous meeting. This included the retention rates for high needs schools, which schools do Wilmington students attend, and how to define high-quality educators. Additionally, the Work Group established goals for reviewing the recommendations:

- Determine which recommendations can move forward without legislation
- Determine which recommendations we set aside for now
- Consider other recommendations to make
- Develop a stakeholder engagement plan
- Identify ways that the Work Group can recommend to the Consortium to make real change in the recruitment and retention of educators
- Consider possible responses to COVID that are relevant to our task

The Work Group split into three virtual breakout rooms to complete these goals. Following, the Work Group reconvened to discuss their progress. Topics discussed include, hiring teachers that look like the demographic they are teaching, changing the labels from *people of color* to specifics, such as *black* and *latinx*, and providing students with accurate information regarding salary and benefits of educators. The Work Group solidified two recommendations that they wanted to further develop:

- 1) Develop a *Grow Our Own* Program
- 2) Create a Whole School Professional Learning package offered to high-need schools within the City of Wilmington

The Work Group split into another breakout session with the same groups to determine which stakeholders to engage, who will engage those stakeholders, and ideas for implementing the recommendations.

The Work Group decided that next steps will be organized via email.

**The meeting adjourned at 5:30 p.m.**

**Meeting Attendees**

**Work Group Members:**

Michael Smith, Co-Chair  
Noelle Picara, Co-Chair  
Danya Woods  
Jim Simmons  
Margie Lopez-Waite  
Maureen McGurk  
Ray Jones Avery  
Shelley Rouser  
Susan Bunting

**Members of the Public:**

Abigail Armstrong  
Autumn Green  
Fran O'Malley  
Kelly Sherretz  
Matt Denn  
Tizzy Lockman, Senator