

Redding Consortium Educator Work Group Meeting

AUGUST 25, 2020

Meeting Norms and Orientation to Zoom

- Please mute yourself when not talking
- You can use the chat function to ask questions or you can unmute yourself
- When speaking please start by identifying yourself
- Quick introduction to the different areas of Zoom

- Please note this meeting is being recorded and may be posted for the public

Welcome and Introductions

Approval of Minutes

Review of Charge

This group was tasked with...

reviewing local data along with best practice research to create recommendations for the recruitment, retention, and equitable allocation of diverse, high-quality educators in the City of Wilmington.

Stakeholder Engagement

Consortium Decision-making Model



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 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

Public Engagement: Who and Why?

Who?

- Parents
- Educators
- Students
- Community Members
- Other organizations

Why?

Ensure that the work of the Consortium is accurately understood

Consider multiple perspectives

There may be great ideas we have not considered

Better to address concerns now rather than when policymakers are considering support

Engagement Plan

1. Members of the work group will reach out to stakeholders
2. Review the recommendation and then ask for feedback using the stakeholder question
3. Share feedback with IPA team via form or email by September 25
4. IPA team will compile into a document to share with work group
5. Work group will review before October meeting
6. Incorporate changes/ideas as agreed

Stakeholder Questions- Grow Our Own

1. Does your school/district currently have a Grow Your Own teacher program?
 - a. If yes, would you explain how the program works?
 - i. Based on your what you know about the program, are there any ways that it might be improved?
 - b. If no, how do you think a Grow Your Own program might impact the recruitment of diverse educators?
2. What are your thoughts on the current *Grow Our Own Program* recommendation presented by the Redding Consortium?
 - a. Do you have any suggestions for improvement?
 - b. How might this recommendation impact your schools'/districts' concerns/issues/efforts of recruiting diverse educators?
3. Do you have any further comments/concerns/suggestions for the current recommendations created or efforts of the Redding Consortium?

If you feel the conversation did not provide sufficient information and needs further discussion regarding recruitment and retention.

- What are the primary challenges surrounding the recruitment and placement of diverse educators in your district?
- In what ways do you think Delaware's Institutions of Higher Education could help/support your district's recruitment of diverse educators?

Stakeholder Questions- Whole School PL

1. How is professional learning implemented in your school/district?
 - a. What works? Based on your observations, how might this program or a similar professional learning program be used?
2. What are your thoughts on the current *Whole School Professional Learning Package* recommendation presented by the Redding Consortium?
 - a. Do you have any suggestions for improvement?
 - b. How might this recommendation impact your schools'/districts' concerns/issues/efforts of retaining diverse educators?
3. Do you have any further comments/concerns/suggestions for the current recommendations or efforts of the Redding Consortium?

If you feel the conversation did not provide sufficient information and needs further discussion regarding recruitment and retention.

- What are the primary challenges surrounding the retention of diverse education in your district?
- How do you think your district's current processes/systems/functions are impacting the retention of diverse educators in your district?

Review of Grow Our Own

Grow Our Own

Short-Term

The Work Group recommends a program geared towards recruiting and supporting paraprofessionals, community members, parents, and others *representative of the school population*. This will build on their experience and familiarity with school communities, they play a role in the classroom assisting teachers, supervising students, and offering administrative support. For example, Wilmington University currently has a program for paraprofessionals to earn a certification in Special Education

Grow Our Own

Long-Term

- The Work Group recommends that Institutions of Higher Education (IHE) create partnerships with existing and new Teacher Academies in Delaware's districts and schools to create pipelines of diverse candidates flowing from schools to postsecondary programs and ultimately back into Delaware schools. Teacher Academies are programs of study in high schools that provide career and technical education programs to prepare students for careers in elementary and secondary education. This partnership would help to increase the number of students entering teacher preparation programs in Delaware.
- The Work Group also recommends that districts should further develop and advertise middle and high school student preparation programs, especially to increase minority enrollment. number of students entering teacher preparation programs in Delaware. In addition to Teacher Academies, other programs exist in schools such as Future Teachers that students interested in teaching join. Additionally, this recommendation provides the opportunity to track the recruitment progress through data on programs and participating students.

The GOO program should include financial supports such as scholarships and tuition forgiveness programs for participants. These programs can leverage/use existing programs available at the Delaware Department of Education as well as other funds to support the programs.

Policies

Are there any known district or state policies that might be shared as models or improved to implement the Grow Our Own program?

Next Steps

1. Work on stakeholder outreach over the next month
2. Next meetings:
 - October 6, 2020
 - November 12, 2020
3. Between meetings - watch for emails from the team with requests to review documents and/or provide feedback.

Public Comment
