



Redding Consortium for Educational Equity

Full Body Meeting

APRIL 11, 2024

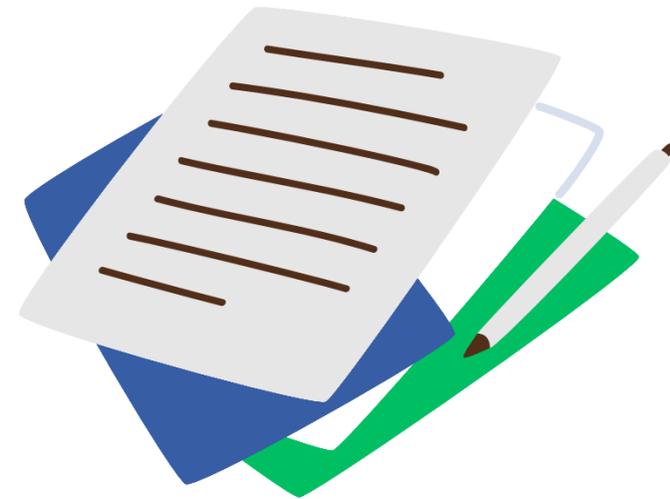
Meeting Agenda

- Welcome
- Meeting Minutes
- Redistricting Interim Plan Update and Review
 - Consortium Member Feedback Activity
- Public Comment

Welcome

- Reminder, this is a hybrid meeting
- Please announce your name before speaking to identify yourself
- Please mute yourself when not speaking
- Please note this meeting is being recorded and will be posted for the public
- Consortium members—please type your name in the chat for roll call

Meeting Minutes





Redistricting Interim Plan Update and Review

Interim Plan: Review and Feedback Process

- The Redding Consortium leadership team has heard and values the feedback shared by Consortium members about the path forward on an interim plan.
- As a follow-up from our last full body meeting on March 21, we have asked Consortium members to review and provide feedback on the interim plan.
- Thanks to everyone who shared their feedback over the last two weeks, we have summarized it to share before we break out into our activity.

Process at a Glance:

Before the meeting, staff collected a summary of feedback from Consortium members through plan review and a survey

The main sections of the interim plan include:

Section 1: Immediate Support for Wilmington Students in the Christina School District

Section 2: Development of a Two-District Approach

Section 3: A Process Timeline for Final Plan Development and Stakeholder Engagement

Section 4: Further Recommendations for Action

Interim Plan Feedback Review

Definition of “Interim” Plan - Feedback:

Clarity is needed around definitions for and purposes of an: “interim,” “iterative,” and “incremental” redistricting plan

- An “interim” plan suggests meeting immediate needs
- An “iterative” plan suggests repeating cycles of planning, execution, and review
- An “incremental” plan suggests breaking down the process of redrawing district boundaries into smaller, manageable steps or phases

Interim Plan Feedback Review

Immediate Support for Wilmington Students in the Christina School District - Feedback:

- Agreement that this step is appropriate for an "interim" plan
- Helpful to add the year for when WLC support would start support for CSD
- Does WLC have the operational capacity and resources to execute this charge - and how does the MOU delineate responsibilities to ensure clarity and accountability?
- Is there a recommendation for the funding needed for this step or the process to determine that?

Interim Plan Feedback Review

Development of a Two-District Approach:

- The Consortium did not follow their defined process for coming to consensus around a two-district approach and lacked appropriate stakeholder engagement
- There is lack of clarity around the two-district approach being the approach that is “minimally disruptive,” if district consolidation will improve transparency and accountability at the district/school level, and if it will solve busing issues for City students
- The proposed plan does not address the fact that the schools being inherited by Red Clay are and will remain "high poverty," "high needs," and "high minority”
- Redding should understand and analyze the recent demographic shifts in Wilmington and reassess the possibility of a Wilmington school district
- How will the educator shortage be addressed?

Interim Plan Feedback Review

A Process Timeline for Final Plan Development and Stakeholder Engagement - Feedback:

- Appendix 5 does not capture the complexity of funding considerations. It does not address the New Castle County Tax District which impacts equalization
- The fiscal impact analysis is happening too late in the process based on the draft timeline
- Timeline, engagement, final redistricting plan, and systemic and systematic change are components of either an "iterative" or "incremental" plan, not interim
- The Redding Consortium needs to offer innovative ideas to make impactful governance changes and not get too bogged down in processes

Interim Plan Feedback Review

Further Recommendations for Action - Feedback:

- Revenue Policies: Will these be included in the final recommendations, how do they support transitional activities, and does referendum reform only relate to RCCSD and BSD?
- State Investments: What is the recommended timeframe for these investments to address inequities for students in these schools?
 - Some districts may be ready to implement processes around high-quality/universal pre-k
- The goal of this plan should be to improve the academic outcomes of the students. Choice and charter reform is over-reaching and takes the focus away from the impacted students
- Smaller leadership meetings should be held with DSEA to address educator needs and supports
- Redding should host focus groups to hear directly from educators working in high-need schools
- What does the Delaware Code say about the creation of new feeder patterns?

Interim Plan Feedback Activity



Feedback Activity Meeting Norms

- Be an active listener and engaged participant
- Step outside your comfort zone
- Provide constructive feedback to address specific or big-picture ideas
- Focus on reaching points of consensus

“Interrogating the Slice” Activity Protocol

- 9 predetermined groups, **3 Consortium members per group**
- Review the interim plan section by section and provide feedback
- **Please assign a notetaker** and record feedback in the Google Doc activity sheet, link to doc: bit.ly/reddingfeedback
- Consortium members will provide feedback using a framework for discussions around Zones of Comfort, Zones of Opportunity, and Zones of Danger
- Each group will work on the four sections, **please start with the Section indicated on the google sheet for your group**

BREAKOUT SESSION IN PROGRESS

15 MINUTES PER SECTION

Zones of comfort (feedback that reflects where we are resisting growth and change staying at ease doing what we've done based on what we currently know, and not facing our data and embracing new ways for the benefit of our children);

Zones of opportunity (we may be somewhat uncomfortable, unfamiliar – but we recognize that the risk is worth it and something different needs to happen for different results for our children);

Zones of danger (pushing too fast too soon without the proper information or resources; pushing ourselves into a place of increased harm to students and survival mode)

Next Steps Following the Activity

Following the meeting, there will be continued discussions and revisions:

- Redding Consortium members will have access to the feedback activity notes
- Based on the feedback activity, staff will provide Redding Consortium members with a copy of the original and adjusted interim plan
- There will be an accompanying document to show what changes were made to the interim plan and why and if any changes were not made and why

The next Redding full body meeting is April 25th

- Review the updated interim plan with integrated feedback
- Vote to determine what moves to the State Board

Public Comment

Please limit public comment to 2 minutes per individual and 3 minutes per organization. Thank you!