



# *Redding Consortium for Educational Equity*

Annual Report, July 1, 2022 through June 30, 2023

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## *Preface and Acknowledgements*

The Redding Consortium for Educational Equity (Redding Consortium) was created in 2019 to recommend policies and practices to the Governor and General Assembly that will achieve educational equity and improve educational outcomes for all Pre-K–12 students in the City of Wilmington and northern New Castle County, Delaware. Since 2019, the Redding Consortium has made a transformative impact on the landscape of education in Delaware. The Redding Consortium continues to work to improve educational equity for students, serve as a model for the state in expanding access to early childhood education, and support programming to improve the lives of impacted communities by funding high-quality full-day Pre-K programs, wraparound services in schools, and scholarships for teachers.

The Redding Consortium for Educational Equity is the sixth group, since 2001, charged with addressing equity and governance issues for Wilmington and northern New Castle County school systems through state-level policymaking. The Redding Consortium as a body is collectively working to address structural inequities in education and improve educational outcomes for Delaware students.

While there are numerous valued contributors, a special thanks goes to:

- **Governor John Carney** for his willingness to continue the fight to improve educational opportunity for all students in Delaware.
- **Secretary of Education Mark Holodick** for his enduring commitment to Delaware students.
- **The Delaware General Assembly** for their leadership and support of the pursuit for educational equity across the state.
- **All members of the Redding Consortium and its work groups** for their continued commitment and ongoing dedication to improving the Delaware education system so that it benefits all students, regardless of their background.
- **The faculty, staff, and graduate and undergraduate students** of the Institute for Public Administration at the University of Delaware and Delaware State University for providing outstanding support to the operations and research of the Redding Consortium.

Without you, this work would not be possible.

*Senator S. Elizabeth “Tizzy” Lockman & Matthew Denn*

Co-Chairs, Redding Consortium for Educational Equity

## Executive Summary

The Redding Consortium for Educational Equity (Redding Consortium) was created in 2019 to recommend policies and practices to the Governor and General Assembly that will achieve educational equity and improve educational outcomes for all Pre-K–12 students in the City of Wilmington and northern New Castle County, Delaware. Since 2019, the Redding Consortium has made a transformative impact on the landscape of education in Delaware. The Redding Consortium continues to improve educational equity for students, serve as a model for the state in expanding access to early childhood education, and support programming to improve the lives of impacted communities by funding full-day Pre-K programs, wraparound services in schools, and scholarships for teachers.

## Accomplishments

Three examples of the Redding Consortium’s impact include:

- The full-day Pre-K programs supported by the Redding Consortium expanded an additional 190 seats for young children this year.
- The wraparound services programming supported by the Redding Consortium helped expand in-school and out-of-school academic supports and enrichment for students from impacted communities at the Bancroft School, the Bayard School, and Kuumba Academy.
- The school-based health center at Kuumba Academy is a Redding-supported and state-funded program from the Delaware Wraparound Services Initiative grant awarded to Kuumba Academy in 2022.

The school-based health center at Kuumba Academy is a remarkable example of the difference the Redding Consortium’s supported programming is making in the lives of students and their families in Wilmington. In December 2022, the Redding Consortium Co-chairs and members attended a site visit of Redding-supported programming at Kuumba Academy. Redding Consortium members toured the school-based health center, learned about the students’ role in helping establish their school-based health center, and visited tutoring classrooms.



Redding Consortium Co-Chairs Matt Denn and state Senator S. Elizabeth “Tizzy” Lockman met with Sally Maldonado and Ayanna Johnson, Head of School and Principal at Kuumba Academy, for a site visit of Redding-supported wraparound services programs on December 5, 2022.

## Overview

During its fourth year of operation, the Redding Consortium continued to focus on priority areas and mandates from the first year of operations, worked with state agencies to fulfill policy recommendations made by the work groups, and made exciting new accomplishments in education. The Redding Consortium continued to use its definition for educational equity and focused on stakeholder engagement, research, and data. There were three active work groups for Fiscal Year 2023 (FY23):

- Educator
- Settlement
- Social Determinants of Health and Education

The Funding and Governance Work Group paused work for this fiscal year to regroup and determine the best strategy for approaching governance change in Wilmington and New Castle County.

The Educator Work Group established the [Redding Schools Support Scholarship](#) in the 2022–2023 academic year. The purpose of this scholarship is to fulfill the recommendations of the Educator Work Group to meaningfully address teacher shortages and educator recruitment issues in the state of Delaware.

The Settlement Work Group, formed in December 2020 to lead the Redding Consortium’s response to the education equity lawsuit settlement between the Delawareans for Educational Opportunity and the NAACP Delaware State Conference and the State, continued to monitor pieces of the settlement. The Settlement Work Group made recommendations for how to implement the settlement requirements with fidelity.

The Social Determinants of Health and Education Work Group advanced their work this year by working with state agencies and partners to fulfill their work group’s recommendations. The work group co-chairs and members worked with the Data Service Center (DSC) and the Delaware Department of Education (DDOE) to create a prototype for the Equity Data Dashboard. Additionally, this work group supported the work of the Boost ’22 initiative, expanded access to early childhood education through Redding-supported full-day Pre-K, and strengthened the wraparound service offerings in the Wilmington area to elementary school students at Redding-supported schools.

The work groups ensured that money allocated for Redding Consortium activities was used as intended—to help impacted communities in Wilmington and New Castle County. In the FY24 proposed budget, there is \$10.2 million in funds for the Redding Consortium. These funds will help to continue initiatives for Pre-K programs and wraparound services for high-needs schools in Wilmington. In speaking with the community, they are thrilled about this funding and are eager to see it continue so childcare centers, schools, community centers, and facilities can sustain these programs for the long term.

The Redding Consortium also made a concerted effort to be transparent and have two-way communication with the community. The Consortium continued to build its Facebook presence, posted all meetings on YouTube, and used its website to share the consortium’s publications, meeting notices, and agendas. Throughout the past year, the Redding Consortium also published

reports and one-pagers related to the educational outcomes for students across the state. For a list of publications, please visit: <https://www.solutionsfordelawareschools.com/resources-2/>.

## *Creation and Mandate*

The Redding Consortium for Educational Equity (Redding Consortium) was created to recommend policies and practices to the Governor and General Assembly that will achieve educational equity and improve educational outcomes for all Pre-K–12 students in the City of Wilmington and northern New Castle County, Delaware.

Two pieces of legislation from the 2019–2020 legislative session created the Redding Consortium Senate Bill 148 and House Bill 222 (HB222). Senate Bill 148 created the Redding Consortium, establishes its mandates, and specifies membership and staffing requirements. HB222 allowed the State Board of Education to change or alter boundaries of reorganized school districts based upon redistricting recommendations from the Redding Consortium. Due to the COVID-19 pandemic, the timeline in HB222 is no longer effective.

House Bill 436 (HB436) passed in June 2022 and extends the dates in which the governance recommendation and plan of the Redding Consortium must be reviewed and acted upon by the State Board of Education. The Consortium’s recommendation and plan must be reviewed and acted upon by the State Board of Education on or after July 1, 2023, and no later than October 1, 2023, to take effect on or after January 1, 2025, and no later than July 1, 2026.



## *Research and Engagement Framework*

The Redding Consortium is a body that is committed to making decisions informed by community stakeholder engagement, data, and research. 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.” This definition of educational equity informs the Redding Consortium’s work in policy and research. To achieve its goals and fulfill its mandate, the Redding Consortium convenes education and community stakeholders and examines local data and rigorous research to inform the creation of policy recommendations and local and state policy proposals.

## *Redding Consortium's Priorities for 2022–2023*

Redding Consortium staff administered the Redding Member Feedback Survey following the full-body Redding Consortium meeting on December 5, 2022. The main points heard and collected from the December 5th meeting include prioritizing and following through on Redding Consortium mandates, coordinating cross-district collaboration to align with the work underway, and leveraging school and community-based partnerships. The purpose of the survey was to hear members' input for action steps for the Consortium to work on moving forward. Twenty of the twenty-eight Redding Consortium members (voting and ex-officio) completed the Redding Member Feedback Survey. The results of the survey were presented by Redding Consortium staff at the full body meeting on February 22, 2023.

### **Survey Findings: Redding Consortium Top Three Priorities**

#### **Priority 1: Prioritizing and Following Through on Redding Consortium Mandates**

- **Most Important:** Fulfill the Redding Consortium charges and work on the current list of activities in the [Status Report](#).
- **Important:** Add a “measurement” component to the Redding Consortium’s definition of educational equity to ensure outcomes are being met.
- **Outside Redding’s Scope of Work:** Determine a way to provide more personnel support related to the RFPs (Request for Proposal) for Redding grants and scholarships.

#### **Priority 2: Coordinating Cross-District Collaboration**

- **Most Important:** Define the relationship between the Redding Consortium and the Wilmington Learning Collaborative (WLC) by coordinating the work and resources of both initiatives.
- **Important:** Promote cross-district collaboration by leveraging resources and/or identifying opportunities for partnership.
- **Longer-Term Goal:** Shift focus to middle school and high school students (grades 6–12) since many initiatives (like the WLC) promote a focus on early childhood and K–8 education.

#### **Priority 3: Leveraging School and Community-Based Partnerships**

- **Most Important:** Collaborate with statewide agencies, nonprofits, and community-based partnerships working on issues related to public education.
- **Important:** Empower Wilmington residents and community members to voice their concerns about education.
- **Longer-Term Goal:** Map work of outside organizations in education within the City of Wilmington and Northern New Castle County to avoid overlap in Redding-supported programming.

## Redding Consortium Operations

### Full-Body Meetings

The Redding Consortium met five times between July 2022 and June 2023. The agendas and minutes for each of these meetings can be found in the [meeting materials](#) section of the Redding Consortium’s website, [www.solutionsfordelawareschools.com](http://www.solutionsfordelawareschools.com).

### October 2022 Meeting

The Redding Consortium met as a full body online via Zoom in October 2022. The Co-chairs provided updates and staff presented on the Redding Consortium Status Report and the [Wilmington Student Data Report for the 2020–2021 School Year](#). The [Redding Consortium Status Report](#) tracks the progress of how the Consortium has worked to monitor student outcomes, evaluate the need for change in terms of educational equity, and identify ways to make changes through an equity lens. This is a public-facing document that is accessible on the [Redding Consortium website](#).

### December 2022 Meeting

The Redding Consortium had not convened in-person meetings for three years due to the COVID-19 pandemic. In December 2022, the Redding Consortium hosted a full body meeting at the Community Education Building in Wilmington, Delaware. During the full body meeting, the Co-chairs provided updates about major accomplishments and the status of funding for the Redding Consortium. Trained facilitator Valdesse West, from the University of Delaware’s Institute for Public Administration, led a discussion about strategic planning for the Consortium, during which members provided feedback on priorities for 2023.



Redding Consortium meeting at the Community Education Building on December 5, 2022

### February 2023 Meeting



Redding Consortium meeting at DSU at the Riverfront on February 22, 2023

In February 2023, the Redding Consortium hosted its first hybrid meeting at the new Delaware State University (DSU) building at the Riverfront in Wilmington. Redding Consortium staff presented a summary of the results and open-ended feedback from Redding Consortium Member Feedback Survey that was disseminated in January 2022. This meeting convened members to discuss how to make the priorities actionable and move the work of the Consortium forward.

The work group chairs presented on the status of their initiatives. Educator Work Group Chair and state Rep. Michael Smith presented an overview of the data from the Redding School Supports Scholarship application cycles in 2022–2023. Settlement Co-chairs Aaron Bass and Chuck Longfellow presented and tracked the settlement funding in the Governor’s proposed FY24 budget. Social Determinants Co-chairs Raye Jones Avery and Jeffrey Menzer discussed work group updates and reported on the developments of the Equity Data Dashboard. Katey Semmel from the Data Service Center presented the prototype of the Data Dashboard to members.

## June 2023 Meeting

In June 2023, the Redding Consortium met for a hybrid meeting held at Delaware State University at the Riverfront. During the meeting, the Consortium members heard from community partners about the impact of Redding-supported programs and funds. Additionally, Matt Denn, Redding Consortium Co-chair, shared a recap of the school-level meetings with parents, teachers, and administrators from schools eligible for state-funded wraparound services grants.

The Redding Consortium work groups provided updates from their committees. Aaron Bass and Chuck Longfellow, the Settlement Co-chairs, presented a formal sunset of the committee and highlighted their accomplishments. Shelley Rouser, Educator Work Group member, presented updates about the 2023–2024 Redding scholarships and the strategy for whole school professional development alignment with the Wilmington Learning Collaborative. State Rep. Nnamdi Chukwuocha, Funding and Governance Co-chair, highlighted the redistricting legislation proposed in the Delaware General Assembly. Social Determinants Work Group Co-chairs Raye Jones Avery and Jeff Menzer discussed the approved motion from their work group to include funds for the Boost ’22 initiative wraparound services for middle and high school students in the Redding Consortium’s spending plan in the upcoming fiscal year.

Redding Consortium Co-chairs state Sen. S. Elizabeth “Tizzy” Lockman and Matt Denn provided a high-level overview of the proposed Redding Consortium spending plan for FY24. At the end of the meeting, members discussed and voted to approve the FY24 spending plan.

All Redding Consortium and work group meetings have been open to the public, materials are available on the website, and the recordings are available on the Redding Consortium for Educational Equity [YouTube page](#). The [Consortium members](#) and [work group members](#) are listed on the website and on pages 20–22 of this report.

## Legislative Update

In the FY23 budget, the Redding Consortium secured \$12.8 million in funds with \$10.2 million in the operating budget. All the funds are intended for policies and practices that work toward educational equity. These funds will help to continue initiatives for Pre-K programs and wraparound services for high-needs schools in Wilmington and northern New Castle County. In speaking with the community, they are thrilled about this funding and are eager to see it continue so childcare centers, schools, community centers, and facilities sustain these programs long term.

In FY23, through Redding Consortium recommendations and a partnership with DDOE, the Redding Consortium helped provide funding and services to high-needs childcare centers, schools, community centers, and facilities in Wilmington. Listed below are the impacted organizations.

**In 2022–2023, the Redding Consortium helped provide full-day pre-school at:**

- Kingswood Community Center
- Latin American Community Center
- A Leap of Faith Child Development Center
- St. Michael’s School and Nursery

**In 2022–2023, the Redding Consortium helped provide wraparound services to:**

- The Bancroft School
- The Bayard School
- Kuumba Academy Charter School

The Redding Consortium continues to provide focused, comprehensive help to the state’s highest-need schools and the children who attend those schools. The transformative work of the Redding Consortium is building the foundation for broader future reforms to provide educational equity and improved educational outcomes for Delaware students.

## Redding Consortium Work Groups

Between July 2022 and June 2023, there were three active work groups: Educator, Settlement, and Social Determinants of Health and Education. The Educator and Social Determinants Work Groups released recommendations in December 2020. The focus of FY23 was to ensure these recommendations turned into reality and were implemented with fidelity. The Settlement Work Group was formed between December 2020 and January 2021 to ensure the Redding Consortium responded diligently to the education equity lawsuit settlement between the State and the Delawareans for Educational Opportunity and NAACP Delaware State Conference. In FY23, the Settlement Work Group focused on monitoring items created or implemented because of the settlement and making recommendations for change or improvement for those items—ensuring that equity is at the forefront of decision-making.

### Educator Work Group

The Educator Work Group started in December 2019. In 2022, the Educator Work Group recommendations were funded, and FY23 focused on ensuring the recommendations came to fruition. The Educator Work Group did not formally meet during this time, but Work Group Co-chairs state Rep. Michael Smith and Noelle Picara worked diligently with Redding Consortium staff and leadership and DDOE leadership on implementation. The work focused on ensuring that roll out of the recommendations for the Redding School Support Scholarships aligned with the best practice research conducted by the Educator Work Group and that implementation steps focused on equity



and the specific needs of students, families, and educators in Wilmington. The Redding Consortium Schools Support Scholarship is an innovative scholarship program designed to support educators in high-needs schools who are working toward paying their credentialing degrees in higher education. The Redding scholarships will help recruit and support high-quality, diverse educators into the teaching profession. Moreover, the scholarship will also strengthen the pipeline of educators entering the profession by retaining locally talented teachers who earned their degrees from Delaware institutions of higher education.

The Educator Work Group recommendations from December 2020 are available on the Redding Consortium website [here](#). A summary of the funded recommendations is listed below:

- The Redding Consortium recommends that the State create a whole school professional learning package in five high-need schools within the City of Wilmington.
- The Redding Consortium recommends that the State begin the process of expanding its Teacher Academy programs conducted with institutes of higher education to create a stronger and more sustainable pipeline of teachers to high-need schools. This would be the first step in the type of “Grow Our Own” program that has been recommended to improve the quality of Delaware’s pipeline of new teachers.
- In FY23, the Redding Consortium recommends providing \$100,000 to better advertise teacher academy programs, particularly for critical shortage area candidates, and up to \$4,000 per person in scholarship funds to allow related education professionals, community members, parents, and others representative of the school population to participate in these programs.

While these recommendations do not address all educator recruitment and retention issues, the work group members believe they are a positive starting point that will help address some of the systemic issues related to the recruitment, retention, and equitable allocation of critical-shortage-area educators. In the FY24 budget and beyond, there are re-occurring funds for the Redding Consortium to continue this important work.

### *Accomplishments*

#### Redding Consortium Schools Support Scholarship

The Educator Work Group established the [Redding Consortium Schools Support Scholarship](#) in the 2022–2023 academic year. The purpose of this scholarship is to fulfill the recommendations of the Educator Work Group to meaningfully address teacher shortages and educator recruitment issues in the state of Delaware. The Support Scholarships provided eligible employees or student teachers who are currently working at a Redding Consortium school (see table) an

Redding Consortium Schools	
District	School
Brandywine	Harlan Elementary School
Christina	Bancroft School
	Bayard School
	Stubbs Early Education Center
Red Clay Consolidated	Shortlidge Academy
	Lewis Dual Language Elementary
	Joseph E. Johnson, Jr. Elementary School
	Warner Elementary School
Charter Schools	Edison Charter School
	East Side Charter School
	Great Oaks Charter School
	Kuumba Academy

opportunity to apply for a scholarship to put toward tuition costs at a Delaware institution of higher education. The criteria for the scholarship required that individuals must be actively enrolled or planning to enroll in fall, winter, or spring semesters during the 2022–2023 academic year. Eligible employees included teachers, para-educators, student teachers, principals, nurses, counselors, social workers, and other support staff in Redding Consortium schools. The scholarship set no minimum number of credits that an eligible employee must be enrolled in to qualify for this scholarship. Eligible educator preparation programs were considered by all applications, whether they are at the associate, bachelors, masters, doctoral, certificate, or advanced credentialing level.

During the 2022–2023 academic year, DDOE received 102 scholarship applications from educators, representing all of the eligible Redding Consortium schools. The race and ethnicity of the applicants are listed as 64 percent African American, 20 percent white, 7 percent Hispanic or Latino, 4 percent multi-racial / other, and 6 percent preferred not to answer. The self-identified gender of the applicants was 81 percent female, 15 percent male, and 4 percent did not answer. Of the applications received for the scholarship, 87 percent of applicants applied for graduate coursework and 13 percent for undergraduate coursework at a Delaware institution of higher education.

Redding Consortium Schools Support Scholarship 2022–2023 institutions of higher education represented:

- Wilmington University (60%)
- Delaware State University (15%)
- Relay Graduate School of Education (14%)
- University of Delaware (7%)
- Delaware Tech (5%)

The Educator Work Group Co-chairs will build upon the success of the scholarship program this year by focusing on sustaining the future funding for the program and coordinating the communications outreach effort with the Delaware Higher Education Office, which oversaw the scholarship application process this year. This scholarship will be an investment and resource for the eligible school employees at Redding Consortium schools and serve as a model scholarship program for educator recruitment in Delaware.

### Whole School Professional Development

The Educator Work Group Co-chairs, in coordination with DDOE, will develop and plan a Whole School Professional Development program for teachers, administrators, and school leadership in Redding Consortium schools. The Whole School Professional Development strategy is currently on hold until the Executive Director for the Wilmington Learning Collaborative (WLC) has met with the Redding Consortium co-chairs to discuss alignment between the two educational initiatives. This will be an opportunity to support the schools and executive director with the professional development needs that come from their needs assessment. All of the WLC schools are also Redding Consortium schools. This collaborative approach between the Redding Consortium and WLC will promote the alignment and support of the initiative for coordinated professional development for teachers and administrators in these schools.

## Social Determinants of Health and Education Work Group

The Social Determinants of Health and Education Work Group started in the summer of 2020 and met four times between July 2022 and June 2023. This work group was charged with identifying the challenges that students in the City of Wilmington face both in and outside of school that impact their educational attainment and personal success. In 2020, the Social Determinants Work Group recommendations were funded, and FY23 focused on ensuring the recommendations came to fruition.

### A summary of the funded recommendations is listed below:

- The Redding Consortium recommends that the State expand intensive home visitation programs targeted at infants, toddlers, and their parents living below the poverty line in the City of Wilmington, to ensure that those children are receiving the highest level of care with respect to assessments and supports to meet developmental milestones, health, and early learning.
- The Redding Consortium recommends that the State provide adequate funding to DDOE so that it can require and enforce developmental screening requirements for state-licensed child care facilities.
- The Redding Consortium recommends that the State ensure free, high-quality full-day Pre-K services for three- and four-year-old children in areas having the state's highest concentrations of poverty.
- The Redding Consortium recommends that the State implement comprehensive wraparound services, including robust before-school, after-school, and summer programming and school-based health centers with mental health resources, at between two and ten of its schools serving student populations with the highest levels of poverty.
- In order for the State to make thoughtful transformations to address race-related school inequality, the Redding Consortium recommends that the State gather transparent and user friendly disaggregated open-source schooling data, access data, and outcome data. The Redding Consortium also recommends that the State collect primary data, including interviews and other forms of ethnographic data, to capture the larger context and voices of students, parents, other community members, and educators. Part of this data collection should result in a designation for historically-segregated educational settings and collection of data related to those settings through interviews and other forms of ethnographic data.

In terms of follow-through, work group co-chairs Raye Jones Avery and Jeffrey Menzer worked diligently with DDOE, community groups, and childcare providers to implement three of the recommendations listed above. This year, the Social Determinants Work Group also worked with the Data Service Center (DSC) and DDOE to create a prototype for the Equity Data Dashboard. The Redding Consortium helped provide free, high-quality full-day Pre-K services to areas having the state's highest concentrations of poverty. Additionally, the Redding Consortium helped facilities provide comprehensive wraparound services, including robust before-school, after-school, and summer programming.



## Accomplishments

### Full-Day Pre-School and Wraparound Services

**In 2022–2023, the Redding Consortium helped provide full-day pre-school at:**

- Kingswood Community Center
- Latin American Community Center
- A Leap of Faith Child Development Center
- St. Michael's School and Nursery

**In 2022–2023, the Redding Consortium helped provide wraparound services to:**

- The Bancroft School
- The Bayard School
- Kuumba Academy Charter School

### Equity Data Dashboard

In 2022 and 2023, the Social Determinants of Health and Education Work Group also focused on the funded recommendation to create a public facing Equity Data Dashboard. The work group partnered with staff members from DDOE and the Data Service Center (DSC) to provide input on the dashboard. The work group and DSC held brainstorming sessions to determine potential metrics, audiences, and uses for the dashboard. The co-chairs and work group have worked with DDOE and DSC to build the dashboard prototype and follow through on the promise to help the State address race-related school inequality. There have been a series of focus group meetings with work group members, stakeholders, and Redding Consortium members to gain input and feedback on the purpose, goals, data, and appearance of the dashboard. The Social Determinants Work Group also facilitated a contract with DDOE to work on Wilmington data and the University of Delaware on geocoding for the dashboard.

### Improve RFP Process

The Social Determinants Work Group is currently working to improve the Redding wraparound services RFP process for the upcoming year when it is reissued for a second time by DDOE in 2023. The Redding Consortium staff solicited feedback from school personnel and district leaders at the eligible schools that did not apply for the wraparound services grant to determine how to improve the process when the RFP is reissued. The Redding Consortium identified thirteen schools as eligible to apply for wraparound services funds from the State of Delaware based on the percentage of students at these schools who classified by DDOE as low-income. Three schools were awarded the wraparound services funds in 2022. School personnel from five of the eligible schools along with district leaders provided RFP feedback to the Redding Consortium. Based on this feedback, Redding Consortium co-chairs will determine any changes to the language in the wraparound services recommendation.

### Settlement Work Group

At the end of 2020, the Settlement Work Group was formed in response to the Delaware education funding lawsuit settlement. The purpose of the work group is to be a watchdog for how the state and General Assembly implement the actions outlined in the settlement. The Settlement Work Group has tracked the minimum actions needed for compliance with the Delaware Lawsuit Settlement. This group includes stakeholders from institutes of higher education, DDOE, schools

and districts, community members, and parents and is co-chaired by Aaron Bass and Chuck Longfellow.

The Settlement Work Group met one time during FY23. This work group meeting focused on monitoring items created or implemented as a result of the settlement (e.g., legislation, programs, requests for proposals), hearing an update about the Ombudsperson Program, and making recommendations for change or improvement for those items—ensuring that equity is at the forefront of decision-making. The work group also supported two that were passed and signed into law during the 2022 legislative session, HB 300: 6-8 Mental Health Services Unit and HB 430: Grow Your Own Educators. The Settlement Work Group sunset at the June 5th meeting.

## *Publications and Communications*

### Publications

In addition to background research in areas such as educational equity, public school funding, and child development and wellbeing, the Redding Consortium published the following in FY23:

### Reports and Documents

- [Updated Minimum State Actions Needed for Compliance in the DE Funding Lawsuit \(2023\)](#)
- [Redding Consortium Schools Support Scholarship One-Pager \(2022–2023\)](#)
- [Status of Wilmington Education for the 2020-2021 School Year \(2022\)](#)
- [Redding Consortium Status Report: 2019–2022 \(2022\)](#)

### Communications

The Redding Consortium utilized communication with stakeholders through its newsletter, website, Facebook page, YouTube page, and the Delaware Public Meeting Calendar. The Redding Consortium used all of these public platforms to post meeting dates and times, meeting materials, infographics, and data to help keep Redding Consortium work transparent, interactive, and user-friendly.

### Facebook Posts

The Redding Consortium [Facebook page](#) is an excellent place for stakeholders to ask questions, provide input, and share the Redding Consortium's work with a larger audience. Some of our Facebook posts have reached over 1,200 people, which means the work is visible and can create open and authentic dialogue with and for community members.

### YouTube

The Redding Consortium [YouTube page](#) allows stakeholders to watch or listen to meetings they could not attend or re-watch meetings as needed. The page has over 100 videos of full body meetings, work group meetings, testimonials, and more. This resource gives the Redding Consortium the opportunity to showcase its work and provides greater access for the public to stay informed about its progress. When most activities went virtual during the COVID-19 pandemic, the Redding Consortium adapted too and created the YouTube page as a space for transparency and accountability. The Redding Consortium continues to upload its hybrid meetings on its YouTube channel to share with the general public and boost its presence through community engagement.

### Website

The Redding Consortium [website](#) is a great resource to stay updated and informed on all consortium activities. The website contains meeting materials, work group updates, publications that pertain to educational equity, and all other Redding Consortium information. Stakeholder engagement and community engagement is one of the Redding Consortium's main priorities, and the website is one of the tools utilized to inform and communicate with the community.

## *Funding and Resources*

For the period of July 1, 2022, through June 30, 2023, the work of the Redding Consortium for Educational Equity was funded by the Office of Management and Budget (OMB). Additional funding and support came from contributed professional services provided by IPA and DSU staff members, in-kind services and contributions from other institutions and individuals, and a contract with IPA from the State of Delaware. The following section describes the types of services provided.

### **IPA & DSU Contract with the Redding Consortium**

Senate Bill 148 indicates that “The Consortium shall be staffed by the University of Delaware’s Institute for Public Administration and Delaware State University’s School of Graduate Studies. The staff shall be managed by a policy director from the Institute for Public Administration, who shall be approved by the Co-chairs of the Consortium. An annual line-item and direct allocation of funding shall be provided to the Consortium to support the operational services, research, and analysis carried out by the Institute for Public Administration and Delaware State University and in the development of the transition, resource, and development plan.”

## Redding Consortium Membership

**S. Elizabeth “Tizzy” Lockman—Co-Chair**  
State Senator, Senate District 3

**Matthew Denn—Co-Chair**  
Managing Partner, Draper Richards Kaplan Foundation

**Raye Jones Avery**  
Representative, Wilmington Center for Education  
Equity and Policy

**Aaron Bass**  
Chief Executive Officer, EastSide Charter School

**Ted Blunt**  
Community Leader, Wilmington, Delaware

**Eric L. Buckson**  
State Senator, Senate District 16

**Nnamdi O. Chukwuocha**  
State Representative, Representative District 1

**James DeChene**  
Partner, Armitage DeChene & Associates

**Dorrell Green**  
Superintendent, Red Clay Consolidated School District

**Tika Hartsock**  
Parent Representative

**Lincoln Hohler**  
Superintendent, Brandywine School District

**Stephanie Ingram**  
President, Delaware State Education Association

**Joseph Jones**  
Superintendent, New Castle County Vocational-  
Technical School District

**Kevin Kelley**  
Chair, Wilmington Community Advisory Council

**Ernesto Lopez (through 2022)**  
State Senator, Senate District 6

**Margie López Waite**  
Head of School, Las Américas ASPIRA Academy

**Maria Matos**  
President and CEO, Latin American Community Center

**Jeffrey Menzer**  
Superintendent, Colonial School District

**Xavia Mills**  
Parent Representative

**Noelle Picara**  
Educator, Kuumba Academy Charter School

**Michael Purzycki**  
Mayor, City of Wilmington, Delaware

**Dan Shelton**  
Superintendent, Christina School District

**Michael F. Smith**  
State Representative, Representative District 22

**Jennifer Thompkins**  
President & CEO, Metropolitan Wilmington Urban  
League

**Bettina Tweardy Riveros**  
Chief Health Equity Officer and Chief Public Affairs  
Officer, ChristianaCare

**Danya Woods**  
Assistant Principal, Richardson Park Elementary  
School, Red Clay Consolidated School District

### Ex-officio, non-voting members

**Cerron Cade**  
Director, Office of Management and Budget, State of  
Delaware

**Richard Geisenberger**  
Secretary of Finance, State of Delaware

**Mark Holodick**  
Secretary of Education, State of Delaware

## Institute for Public Administration and Delaware State University Staff

### ***IPA/DSU Staff and Faculty:***

**Haley Q. Burns**

Assistant Policy Scientist, IPA, UD

**Jerome Lewis**

Director, IPA, UD

**Sophonie Milord**

Communications Specialist, IPA, UD

**Sarah Pragg**

Associate Policy Scientist, IPA, UD

**Alaina V. Robinson**

Policy Specialist II, IPA, UD

**Shelley Rouser**

Chair, Department of Education, and Associate  
Professor, DSU

**Kelly Sherretz**

Policy Scientist, IPA, UD

### ***IPA Students:***

**Jenna DeMaio**

Undergraduate Public Administration Fellow, IPA, UD

**Grace Diehl**

Undergraduate Public Administration Fellow, IPA, UD

**Lauren Dykes**

Graduate Public Administration Fellow, IPA, UD

**Esha Shah**

Undergraduate Public Administration Fellow, IPA, UD

**Ashley Wilkinson**

Graduate Public Administration Fellow, IPA, UD

## **Redding Consortium Work Group Membership**

### **Settlement Work Group Membership**

- Aaron Bass–Co-chair, Chief Executive Officer, EastSide Charter School
- Chuck Longfellow–Co-chair, Chief Financial Officer, Christina School District
- Kristin Dwyer, Director of Legislative and Political Strategy, Delaware State Education Association
- Shannon Griffin, Senior Policy Advocate, ACLU of Delaware
- Tika Hartsock, Parent, Brandywine School District
- Gary Henry, Dean, College of Education and Human Development, UD
- Monique Martin, Education Associate, Educator Equity, Delaware Department of Education
- Shelley Rouser, Chair, Department of Education, Delaware State University
- Laurisa Schutt, Executive Director, First State Educate
- Sarah Stowens, Manager of Government Affairs & Policy, ChristianaCare

### **Social Determinants of Health and Education Work Group Membership**

- Raye Jones-Avery–Co-chair, Representative, Wilmington Center for Education Equity and Policy
- Jeffrey Menzer–Co-chair, Superintendent, Colonial School District
- Dawn Alexander, Preschool Expansion Coordinator, Colonial School District
- Evelyn Edney, Principal and School Leader, Early College High School
- Roger Harrison, Pediatric Psychologist, Nemours Children’s Health
- Tika Hartsock, Parent, Brandywine School District
- Teri Lawler, Education Associate of Trauma-Informed Practices and Social and Emotional Learning, Delaware Department of Education
- Yasser Payne, Associate Professor, Department of Sociology and Criminal Justice, University of Delaware
- Shanika Perry, Board Member, Brandywine School District
- Mark Pruitt, Principal, Conrad School of Science (no longer serving as of 2023)
- Yvette Santiago, Director of Community Engagement, Nemours Children’s Health, Delaware (no longer serving as of 2023)
- Aaron Selekman, Principal, Newark High School
- Tamara Smith, Executive Director, Teach for America Delaware
- David Sokola, State Senator, Senate District 8
- Jeff Taschner, Executive Director, Delaware State Education Association
- Kim Williams, State Representative, Representative District 19 (no longer serving as of 2023)

### **Educator Work Group Membership**

The Educator Work Group did not actively meet in FY23. View the Work Group [membership](#) on the Redding Consortium website.

### **Funding and Governance Work Group Membership**

The Funding and Governance Work Group did not actively meet in FY23. View the Work Group [membership](#) on the Redding Consortium website.



## **Institute for Public Administration**

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*The University of Delaware's Institute for Public Administration (IPA) addresses the policy, planning, and management needs of its partners through the integration of applied research, professional development, and the education of tomorrow's leaders.*

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