

Community Engagement Subcommittee

Redding Consortium for Educational Equity

Co-Chairs:

Stephanie Ingram, DSEA President

Councilwoman Maria Cabrera, Councilmember At-Large,
Wilmington City Council

February 3, 2025

Meeting Agenda

- I. Welcome & Redding Consortium Overview - 10 minutes
- II. Establishing Subcommittee Norms - 20 minutes
- III. Public Comment - 5-10 minutes
- IV. Breakout Groups (Table Tents Activity) - 45 minutes
 - Five breakout groups to review and discuss the redistricting stipulations
- V. Share Out and Next Steps - 10-15 minutes

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
- Subcommittee members—please type your name in the chat for roll call

Redding Consortium: Mission & Redistricting Mandate


The Redding Consortium for Educational Equity was created in 2019 to recommend policies and practices to the Governor and Delaware General Assembly that will **achieve educational equity and improve educational outcomes** for all Pre-K to grade twelve students in the City of Wilmington and northern New Castle County Delaware.

Per Senate Bill 148 and House Bills 222 & 229, the Redding Consortium for Educational Equity is **mandated to address redistricting in Wilmington and Northern New Castle County.**

Redding Consortium: Structure

There are **28 members** on the full body of the Redding Consortium (3 ex-officio, non-voting members)

There are **3 active subcommittees** related to redistricting:

1. Operational Impacts
2. Fiscal Impacts
-  3. Community Engagement

Staff support is provided by the Institute for Public Administration at UD and Delaware State University

Redistricting: Decades of Effort

- There are currently **28 separate governing units**, including **16** located in the City of Wilmington, responsible for delivering public education to approximately **11,000 Wilmington children**.
- There has been progress made in collaboration to support Wilmington students, but governance for students must be streamlined to create more effective and equitable change.
- The Redding Consortium's path forward for redistricting is informed by over twenty years of reports and input from engaged community members and passionate advocates.

Redding Consortium - Approved Interim Plan

The interim plan was approved by the Consortium on May 9, 2024.

Key areas of the plan include:

- **18-month timeline** to create final redistricting plan
- **Subcommittee structure** to create final redistricting plan related to the 13 stipulations
- **A focus on two or fewer districts serving City of Wilmington students** and the removal of the Christina School District from the City of Wilmington
- **Social drivers of health and education landscape analysis** focused on City of Wilmington and Northern New Castle County
 - Currently being conducted by the American Institutes of Research
- A framework for a final redistricting plan to include more **detail on broad policy reforms** related to revenue, state investment, and charter and choice reform.

Redding Consortium - 13 Stipulations for Redistricting

Operational Impacts Subcommittee will address:

1. The orderly and minimally disruptive reassignment of students affected by the boundary change and the reassignment of governance responsibilities.
2. The plan must permit students to continue their attendance at the school they attended prior to the boundary change with tuition payments made by the sending district as provided in [Chapter 6](#) [tuition charges] of this title until such time as the pupils complete the grade levels offered in that school.
3. Student transportation.
4. A timetable for implementing each element of the redistricting plan and the designated responsibility for carrying out responsibilities until the date of full implementation.

13 Stipulations for Redistricting - cont'd.

Fiscal Impacts Subcommittee will address:

- Resources that will be required, from state, district, and local sources, to support the redistricting transition and provide for the effective ongoing education of all affected students, and for the support of schools with high concentrations of low-income students and English learners.
- Distribution of capital assets and financial obligations or a process for such distribution.
- A stipulation that the funding statewide and locally will facilitate effective implementation of the proposed comprehensive plan in a manner that will improve the educational outcomes for all of the students impacted by that plan.

Community Engagement Subcommittee will address:

- Implications for educators, administrators, and other personnel that may lead to equitable adjustments to local collective bargaining agreements.
- Engagement of educators, staff, parents, district personnel, and community members throughout the transition.
- An assessment of the educational needs of city of Wilmington students and the resources required to meet those needs.
- Directives for improving secondary education options for city of Wilmington students, such as the provision of additional secondary schools.
- A process for the ongoing monitoring and evaluation of the educational impacts and outcomes of implementation, which will include an annual report by the Consortium to the Governor, the General Assembly, the Secretary of Education, and the State Board of Education.

Community Engagement Subcommittee - Charge & Overview

This subcommittee may engage with these organizations and groups:

- **Work with DSEA and other educator groups** on the creation of an Educator Advisory Panel to ensure educator needs and voices are involved and reflected in the final plan.
 - Have smaller leadership meetings with DSEA to determine the best approach for educator engagement and support.
- Conduct **focus groups** to hear directly from impacted communities:
 - Educators working in high-need schools
 - Parents, families, and community members about their ideas and preferences
- Conduct regularly scheduled **check-ins with the Wilmington Learning Collaborative** to support immediate help and assistance to the Christina School District related to:
 - Educator shortages and support
 - Shared decision-making
 - Reducing class sizes
 - Providing mental health and behavioral health intervention support
 - Access to math and reading specialists
 - Access to enrichment activities related to arts, athletics, and more

Community Engagement Subcommittee Membership

Co-Chairs:

Stephanie Ingram, President of the Delaware State Education Association

Councilwoman Maria Cabrera, Council Member At-Large, Wilmington City Council

Subcommittee members:

- **Ayanna Khan**, Founder, President, and CEO, Delaware Black Chamber of Commerce
- **Taron Williams**, Educator, Kuumba Academy
- **Tika Hartsock**, Educator, Parent Representative
- **Jennifer Thompkins**, President, Metropolitan Wilmington Urban League
- **Dorrell Green**, Superintendent, Red Clay Consolidated School District
- **Lisa Lawson**, Superintendent, Brandywine School District
- **LaTasha Johnson/Robert Andrzejewski**, PIO & Interim Superintendent, Christina School District
- **Joseph Jones**, Superintendent, New Castle County Vocational-Technical School District
- **Nneka Jones/Jeff Menzer**, Deputy Superintendent & Superintendent, Colonial School District
- **Ken Brown**, Kuumba Academy
- **Ray Rhodes**, Director of Community Engagement & STEM Hub, EastSide Charter School
- **John Carney/Jim Simmons**, (Mayor or Approved Designee) Mayor of Wilmington, Delaware
- **Helen Anderson**, (WLC liaison) (*ex-officio*), WLC Council Chair
- **Meredith Griffin**, (*ex-officio*), State Board of Education Member

Redding Consortium - Redistricting Planning Process


Subcommittee Framework, subcommittees will:

- Be focused on the impact of planning around the reassignment of students from the city of Wilmington that are currently in the Christina School District
- Determine the optimal way two or fewer districts may serve city of Wilmington students as stated in the interim plan

Process and timeline:

- This framework will guide the subcommittees' planning and research.
- Community engagement will be a core part of all of the subcommittees' work
- Broader policy reform planning will occur alongside the redistricting effort.

Redding Consortium's Proposed Process Timeline



Date	Description	Responsible
Jan - Feb. 2025	Subcommittees host 1st meeting	Subcommittees
Feb 2025	AIR Formative Report #1 - will include preliminary discoveries	AIR
Mar 2025	Subcommittee Convening #1 - Saturday, 6 hours w/ lunch -This retreat will include community-centered participation	Redding
April 2025	Subcommittees host meeting and/or full body meeting Subcommittee co-chairs meet to discuss alignment	Subcommittees/ Redding
May 2025	AIR Formative Report #2 - will include school-level and neighborhood-level analyses and the early themes of stakeholder focus groups	AIR
June 2025	Subcommittee Convening #2 - Saturday, 6 hours w/ lunch -This retreat will include community-centered participation	Redding

AIR Formative Report = 

Redding Subcommittee Convening = 

Redding Full Body Vote on Redistricting Plan = 

Redding Consortium's Proposed Process Timeline

Date	Description	Responsible
July 2025	Subcommittees host meetings & co-chairs meet to discuss alignment	Subcommittees
Aug 2025	AIR Formative Report #3 - will include the finalized neighborhood-level and school-level analyses w/ the final themes from the stakeholder interviews and focus groups	AIR
Aug - Sep 2025	Subcommittee Convening #3 w/ AIR Community Co-Interpretation Event - Saturday, 6 hours w/ lunch	Redding & AIR
Sep 2025	Public hearings	Redding
Oct 2025	Finalize Redistricting Plan (minus AIR final findings) -Subcommittees host meeting and/or Full Body meeting	Subcommittees
Oct 2025	Final AIR Formative Report #4 - will include final analyses of all the above data sources as well as community feedback and insights from the co-interpretation event	AIR
Nov 2025	Finalize Redistricting Plan w/ AIR Findings	Redding

Redding Consortium's Proposed Process Timeline

Date	Description	Responsible
Dec 2025	Full Body Meeting - Redding Vote on Final Redistricting Plan	Redding
Jan 2026	Submit Final Plan to the State Board of Education	Redding
Feb 2026	SBE has 90 days to review	SBE
Mar 2026	SBE has 90 days to review	SBE
Apr 2026	SBE has 90 days to review	SBE
May 2026	Controller General's Office Reviews Plan Submit Final Redistricting Plan to General Assembly	CG/Redding
Jun 2026	General Assembly Votes on Redistricting Plan	GA

Questions?



Establishing Subcommittee Norms

- The subcommittee will create a set of norms to guide our work as a group and our engagement with the community.
 - **Values** are the beliefs, philosophies and principles that drive a group.
 - **Norms** are the ground rules that dictate how people interact. Norms express what must be done to realize values.
 - **Culture** is the interaction between the two, both the beliefs and the behavior of the group.

Establishing Subcommittee Norms

Brainstorm Activity:

- Review the sample documents and discuss norms for the subcommittee
- Create a set of community norms that will guide our work:
 - Norms for the subcommittee
 - Community engagement norms

Public Comment

2 minutes per individual

Context for Breakout Groups

To address the stipulations, utilize the framing presented in the interim plan: **There are two or fewer school districts serving Wilmington students and the Christina School District no longer serves Wilmington students.**

- Guiding questions in this [Google Doc](#)
- Please assign a note-taker or work collaboratively to capture your responses
- Responses, questions, and data requests will be vital to next steps

Context for Breakout Groups

Address your assigned stipulations, review the prompt, and answer the guiding questions.

Prompt: Further clarify your stipulation by generating a list of questions and data needs necessary to make comprehensive recommendations. Begin your research and planning by using the framing presented in the interim plan: **There are two or fewer school districts serving Wilmington students and the Christina School District no longer serves Wilmington students.**

- Guiding questions in this [Google Doc](#)
- Please assign a note-taker or work collaboratively to capture your responses
- Responses, questions, and data requests will be vital to next steps

In Your Breakout Groups...

Address your assigned stipulations and refer to the guiding questions in the [Google doc](#):

- **Group 1:** Councilwoman Maria Cabrera, Lisa Lawson, Joseph Jones, Helen Anderson, Jim Simmons as a designee for Mayor Carney
- **Group 2:** Stephanie Ingram, Ken Brown, Raye Jones Avery
- **Group 3:** Dorrell Green, Taron Williams, Meredith Griffin
- **Group 4:** Nneka Jones, Tika Hartsock, Ayanna Khan, LaTasha Johnson, Jeff Menzer, Jennifer Thompkins, Ray Rhodes

In Your Breakout Groups...

Address your assigned stipulations and refer to the guiding questions in the [Google doc](#):

- **Stipulation 1:** Implications for educators, administrators, and other personnel that may lead to equitable adjustments to local collective bargaining agreements.
- **Stipulation 2:** Engagement of educators, staff, parents, district personnel, and community members throughout the transition.
- **Stipulation 3:** An assessment of the educational needs of City of Wilmington students and the resources required to meet those needs.
- **Stipulation 4:** Directives for improving secondary education options for City of Wilmington students, such as the provision of additional secondary schools.
- **Stipulation 5:** A process for the ongoing monitoring and evaluation of the educational impacts and outcomes of implementation, which will include an annual report by the Consortium to the Governor, the General Assembly, the Secretary of Education, and the State Board of Education.

Stipulations Review Activity

- **5 groups total** with **3 members per group**
- Groups will have **15 minutes to review** each stipulation
 - Each group will review 3 stipulations
- The community engagement co-chairs will help to facilitate

Group Share Out & Discussion



Next Steps

- Review comprehensive Google Doc [worksheet](#)
- Enter questions into data tracker
- Schedule next subcommittee meeting
- Redding Consortium Subcommittee Retreat - March 15
 - Three subcommittees will convene to discuss questions and form a path forward
 - American Institutes of Research (AIR) will join to provide an update on the Landscape Analysis
 - Members of the public are welcome to join

Thank you!

Questions? Contact:
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