



# Redding Consortium for Educational Equity

## Subcommittee Retreat

**March 15, 2025**



# **Subcommittee Retreat Welcome & Overview**

**Senator Elizabeth “Tizzy” Lockman and Matt Denn**

# Welcome

## Introductions:

- Redding leadership team; IPA and DSU staff
- Retreat facilitator
- American Institutes for Research (AIR) team
- Subcommittee members
  - Please share your name, role, and which subcommittee you serve on

# Redding Consortium Retreat Goals

## *Participants will...*

- Focus on a positive vision for this work
- Understand the role of the Consortium, AIR, the subcommittees, and the process of developing the redistricting plan
- Have a better understanding of potential redistricting options to inform the path forward

# Retreat Agenda

- Introduction
- Opening Exercise
- American Institutes for Research (AIR) Report
- ***Lunch***
- Defining Redistricting Options
  - Redistricting Options Discussion
  - Subcommittee Breakout Activity and Share Out
- Public Comment
- Recap and Next Steps

# Alignment with Other Current Educational Efforts

The Redding Consortium recognizes and supports the work of the various commissions and educational organizations working to improve education for Delaware students.

## **Some examples of current parallel educational efforts in Delaware include:**

- The Meyer Administration's Educational Priorities
- Public Education Funding Commission (PEFC)
- Wilmington Learning Collaborative (WLC)
- Wilmington City Council - Office of Educational Advocacy
- Vision Coalition of Delaware & Rodell Foundation of Delaware
- Wilmington Center for Education Equity and Policy (WCEEP)

## 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.**

# Redistricting Historical Context

- There are currently **23 separate governing units**, including **11 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.
- ***Decades of Previous Redistricting Efforts:***
  - The Wilmington Neighborhood Schools Committee (2001)
  - Wilmington Education Task Force (2008)
  - Wilmington Education Advisory Committee (2015)
  - Wilmington Education Improvement Commission (2016)



# Approved Interim Plan

The [interim plan](#) was approved by the Consortium in May 2024. Key areas of the plan include:

- **The Removal of the Christina School District** from the City of Wilmington
- **18-month timeline** to create final redistricting plan
- **Subcommittee structure** to create final redistricting plan
  - Operational Impacts Subcommittee
  - Fiscal Impacts Subcommittee
  - Community Engagement Subcommittee
- **Social drivers of health and education landscape analysis** for the city of Wilmington and northern NCC, Delaware to examine the ecosystem around the implications of lived conditions that impact students and families before and after school
- 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:

- The orderly and minimally disruptive reassignment of students affected by the boundary change and the reassignment of governance responsibilities.
- 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.
- Student transportation.
- 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 - continued

### **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.

# 13 Stipulations for Redistricting - continued

## 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.

# Redding Consortium's Proposed Process Timeline

Date	Description	Responsible
Jan - Feb. 2025	Subcommittees host 1st meeting	Subcommittees
Mar 2025	<b>AIR Formative Report #1</b> - will include preliminary discoveries	AIR
Mar 2025	<b>Subcommittee Convening #1</b> - Saturday, 6 hours w/ lunch -This retreat will include community-centered participation	Redding
April 2025	<b>Subcommittees host meeting and/or full body meeting</b> Subcommittee co-chairs meet to discuss alignment	Subcommittees/ Redding
May 2025	<b>AIR Formative Report #2</b> - will include school-level and neighborhood-level analyses and the early themes of stakeholder focus groups	AIR
June 2025	<b>Subcommittee Convening #2</b> - 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	<b>AIR Formative Report #3</b> - 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	<b>Subcommittee Convening #3 w/ AIR Community Co-Interpretation Event</b> - Saturday, 6 hours w/ lunch	Redding & AIR
Sep 2025	Public hearings	Redding
Oct 2025	<b>Finalize Redistricting Plan (minus AIR final findings)</b> -Subcommittees host meeting and/or Full Body meeting	Subcommittees
Oct 2025	<b>Final AIR Formative Report #4</b> - 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	<b>Finalize Redistricting Plan w/ AIR Findings</b>	Redding

# Redding Consortium's Proposed Process Timeline

Date	Description	Responsible
Dec 2025	<b>Full Body Meeting - Redding Vote on Final Redistricting Plan</b>	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

# Opening Exercise

**Retreat facilitator**, Angela Perry, *4th-Dimension Leaders*

## Questions:

- What motivates you to be here today?
- Imagine if you were a student in the city of Wilmington, what would your vision for education be?

**Process:** Table discussions and share out

- **Poll link:** <https://www.menti.com/aligp2z4w8hd>
  - Discuss the questions with your table
  - Use the Mentimeter Poll to submit answers

**QR Code for  
the Live Poll**







# **Landscape Analysis Update: Phase Report One - Overview**

**Dr. Trent Sharp and Dr. Lillianna Franco Carrera**  
*American Institutes for Research (AIR)*

# **Defining Redistricting Options**

**Senator Elizabeth “Tizzy” Lockman**

# Defining Redistricting Options - Overview

## Review foundational data:

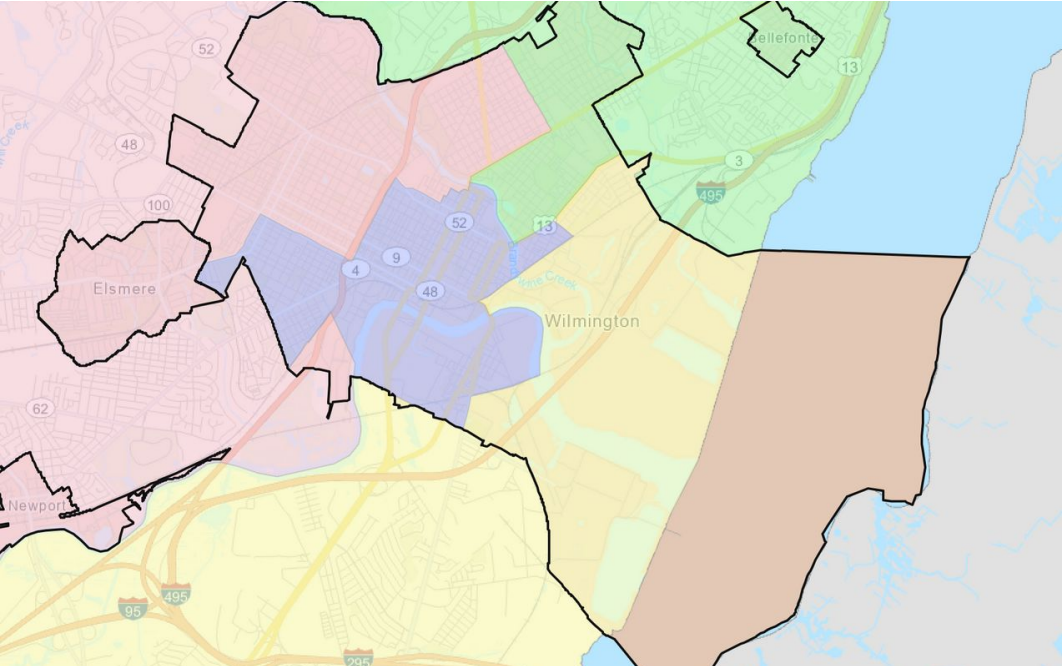
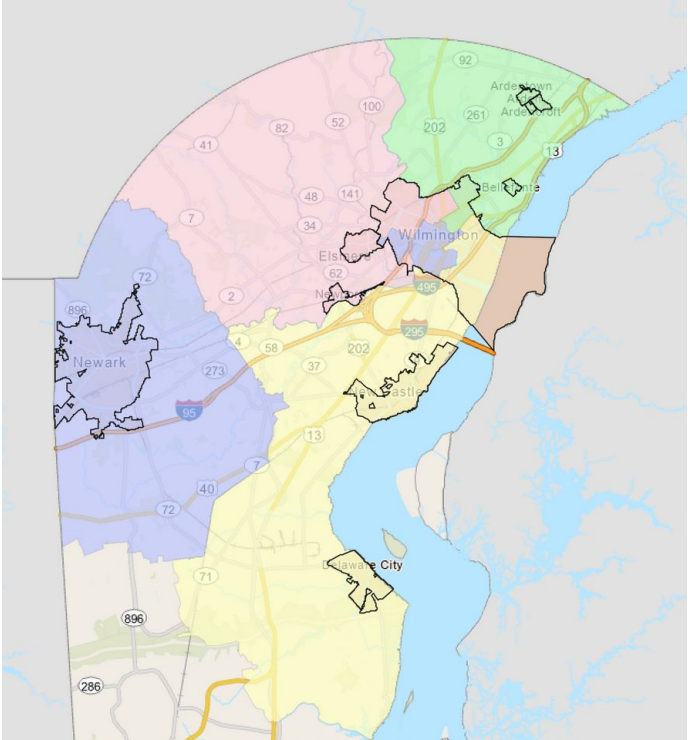
- Number of city of Wilmington students (by LEA, grade band)
- Current district boundary maps for traditional public school districts in the city of Wilmington
- Data tracker updates - review frequently asked subcommittee questions and progress on data tracking
- Review list of big ideas from the approved interim plan



**Table 1: Public Schools and Districts Serving Wilmington Students:**

	<b>School/District</b>	<b>City of Wilmington Students Served (2023-24)</b>
<b>1</b>	<b>Vocational-Technical District</b>	<b>799</b>
<b>4</b>	<b>Traditional school districts</b>	
	Red Clay Consolidated School District	<b>3,218</b>
	Brandywine School District	<b>1,943</b>
	Christina School District	<b>1,934</b>
	Colonial School District	<b>260</b>
<b>6</b>	<b>Charter schools located in the city of Wilmington</b>	<b>1,810</b>
<b>10</b>	<b>Charter schools located outside of the city of Wilmington</b>	<b>996</b>

# Current City of Wilmington School District Boundaries



Source: Institute for Public Administration, 2024



# Big Ideas - Policy Reform

These policy reforms are ideas for consideration by the Consortium outlined in the [approved interim plan](#) that may or may not be included in a final redistricting plan:

Idea	Description
<b>Referendum Reform</b>	Recommendations for amending or eliminating referenda for non-capital issues to ensure decision-makers can focus their capacity on student and educator needs.
<b>New Castle County Tax District</b>	Exploration of opportunities to utilize this tax pool for immediate resourcing of transitional activities.  Recommendations for addressing the NCC Tax District including how the effects of reassessment, funding reform, and redistricting impact the viability or continued necessity of this existing tax district. <i>The district was originally created to achieve resource equity among districts involved in the desegregation order.</i>
<b>School Choice</b>	Recommendations for changes to enhance equity in policies and practices associated with student assignment and school choice.
<b>Charter School &amp; District coordination</b>	Recommendations for changes in policies and practices to improve coordination and collaboration among districts and charter schools serving students in the city of Wilmington and northern NCC, including potential changes in the authorization of charter schools.

# Big Ideas - Policy Reform

These policy reforms are ideas for consideration by the Consortium outlined in the [approved interim plan](#) that may or may not be included in a final redistricting plan:

Idea	Description
<b>Above and beyond current allocations including Opportunity Funding, Delaware should ensure sustainable investment in the following areas:</b>	High-Quality Early Learning Expansion
	Premium Pay Policy in highest need schools
	Support for the development of specialized programs at Wilmington elementary schools moving to a new receiving school district;
	Enhanced Wraparound Services
	Social Drivers of Health and Education Landscape Analysis for the city of Wilmington and northern New Castle County, Delaware - <i>underway by AIR</i>

# Discussion of Redistricting Options

## Guiding questions:

- Which option is the optimal way of planning for two or fewer districts serving city of Wilmington students?
- Which option best relates to our opening exercise and vision for the future?

**Framework:** The approved framework suggests that the path forward for a redistricting option will be a configuration of **two or fewer school traditional school districts serving city of Wilmington students and the Christina School District (CSD) no longer serving city of Wilmington students.**



# Breakout Group Activity



Subcommittees break out into groups to discuss redistricting options:

- **Operational Impacts - Chem lab #1**
- **Community Engagement - Chem lab #2**
- **Fiscal Impacts - Makerspace Room**
- Members can capture ideas, reflections, and questions in the Google Doc
- *\*Please assign one notetaker per group*

**Activity: In your group, prioritize the redistricting options to further explore and why. Review which options are most viable to consider and how they align with the 13 stipulations.**

*Subcommittees will reconvene as a full group and share out by subcommittee*

# Share Out & Discussion





**Remarks by Secretary Cindy Marten,  
Delaware Secretary of Education**

# Public Comment

Please limit public comment to:  
2 minutes per individual

Thank you!

# Recap and Next Steps



## AIR - Landscape Analysis

- Fieldwork for phase two interviews and focus groups
- School-level and neighborhood-level analyses for phased report two

## Next Steps for Staff and Subcommittees

- Summarize retreat information - share key findings (IPA & DSU)
- Plan next subcommittee meeting based on key findings and take action steps towards answering stipulations (Subcommittees)
- Continue to brainstorm “Big Ideas ” and data needs for subcommittees
- ***Next Retreat - June 2025***