

# Community Engagement Strategy for School District Redistricting

---

*Approved with the adopted set of norms by the Community Engagement Subcommittee on February 3, 2025*

Ensuring that students are at the center of the redistricting process is critical to the success of this initiative. This strategy outlines a framework for engaging stakeholders and addressing key stipulations with the goal of improving educational outcomes, enhancing secondary education opportunities, and creating an equitable transition for students in the city of Wilmington. The approach focuses on transparency, inclusivity, and accountability throughout the process.

## 1. Implications for Educators, Administrators, and Other Personnel

Objective: Address the impact of redistricting on staffing, roles, and responsibilities while ensuring that any changes are equitable and reflect local collective bargaining agreements.

### Key Considerations:

- Equity in Staffing Adjustments: Ensure that any staffing changes—whether reallocations, layoffs, or the need for new hires—are handled equitably, taking into account teacher qualifications, tenure, and community representation.
- Collective Bargaining Agreements: Analyze how redistricting will impact current agreements (e.g., changes to compensation, job security, or work conditions). Collaborate with unions to make necessary adjustments that are fair and compliant with legal agreements.
- Professional Development and Support: Provide professional development and support for staff reassigned to new districts or schools, to help them transition successfully.

### Action Items:

- Engage labor representatives early to identify concerns and craft solutions.
- Conduct an internal audit of personnel needs post-redistricting.
- Establish guidelines for equitable staffing transitions that align with collective bargaining agreements.

## 2. Engagement of Educators, Staff, Parents, District Personnel, and Community Members

Objective: Ensure that key stakeholders are engaged throughout the redistricting process, providing input, feedback, and support for the transition.

### **Key Considerations:**

- Stakeholder Representation: Ensure that educators, staff, parents, and district personnel are represented in decision-making bodies.
- Transparent Communication: Establish a multi-channel communication strategy that includes regular updates through various mediums.
- Inclusive Feedback Mechanisms: Create accessible platforms for all stakeholders to provide feedback and input.

### **Action Items:**

- Schedule regular forums for input from educators, staff, and parents.
- Create a centralized online platform for updates and dialogue.
- Appoint district liaisons to engage diverse community groups.

## **3. Assessment of Educational Needs of Wilmington Students**

Objective: Conduct an assessment of the current educational needs of Wilmington students and identify the resources required to meet those needs.

### **Key Considerations:**

- Educational Gaps and Resources: Assess the academic and social-emotional needs of Wilmington students and identify necessary resources.
- Cultural Competency and Inclusivity: Ensure that educational programs and staff are culturally responsive and inclusive.

### **Action Items:**

- Conduct a needs assessment to evaluate gaps and resource needs.
- Develop a resource allocation plan that prioritizes high-need students.
- Implement data-driven initiatives to ensure equity for Wilmington students.

## **4. Directives for Improving Secondary Education Options for Wilmington Students**

Objective: Develop directives for expanding and improving secondary education opportunities for Wilmington students, with an emphasis on new schools and enhanced programming.

### **Key Considerations:**

- Expansion of Secondary School Options: Evaluate the need for new secondary schools or expanded capacity to ensure all students have access.

- Vocational and Career Pathways: Incorporate career and technical education (CTE), STEM, and arts pathways into secondary education.

**Action Items:**

- Conduct a needs assessment to determine the need for new schools or expanded capacity.
- Partner with local businesses, universities, and technical colleges to create CTE programs.
- Explore partnerships with specialized schools (e.g., STEM, arts).

**5. Process for Ongoing Monitoring and Evaluation of Educational Impacts**

Objective: Establish a clear process for continuous monitoring, evaluation, and reporting of the educational impacts and outcomes of redistricting.

**Key Considerations:**

- Annual Evaluation and Reporting: Develop a formal process for evaluating the success of redistricting and reporting findings to key stakeholders.
- Data Collection: Collect both qualitative and quantitative data on student outcomes, resource allocation, and community feedback.

**Action Items:**

- Develop KPIs and benchmarks for success.
- Create a standardized annual report format for the Consortium.
- Set up an online dashboard for public access to evaluation results.