Redding Consortium for Educational Equity

OCTOBER 10, 2019

Agenda

Welcome

Approval of Minutes from September Meeting

Review of Equity Definition and Top Priorities

Alignment of Priorities with Mandates

How Do We Get this Done?

Wrap-Up & Path Forward

Public Comment

"A voice for Wilmington"

"Access to teachers that look like students"

"Every student has a voice at the table and communicates their needs"

"Equity is not equal!"

"Demographics don't dictate outcomes"

"Equity is not focused on all children. Education equity is an outcome targeting historically and presently disadvantaged populations in public education. The goal is not for all students to get the same. The goal is for those who need the most to get more in order to achieve successful academic and personal outcomes"

"No exclusionary discipline"

"Dismantling structural racism, classism"

"Safe & secure system by which every child can learn, thrive, & sustain themselves with support of staff, parents, & immediate community"

Educational Equity is...

A safe, secure, and student-focused system where every student has access to the resources and opportunities they need to be successful—in and out of the classroom.

What Were the Top Priorities?

1. Create resourced talent pipeline for recruitment, development, and retention of educators, including health & human services professionals (24pts).

2. Revisit the funding formula (consider the impact of the Opportunity Funding Initiative) (19 points).

3. Systematic coordination of governmental entities (city, county, and state) that breaks down silos and results in more efficient effective delivery of services that changes the lived conditions in traumatized communities (10 points).

4. Increase use of social-emotional programs (i.e., trauma informed, conscious discipline, restorative justice practices, etc.) (10 points).

Draft Proposed Priorities

Proposed Draft Priority 1

Original Priority	Proposed Draft Priorities
Create resourced talent pipeline for recruitment, development, and retention of educators, including health & human services professionals.	➔ Recruitment of diverse, high-quality educators. ➔ Retention of diverse, high-quality educators. ➔ Equitable allocation of high-quality educators.

Proposed Draft Priority 2

Original Priority	Proposed Draft Priorities
Revisit the funding formula (consider the impact of the Opportunity Funding Initiative).	➔ Propose plan/recommendations for funding after the pilot of the Opportunity Funds (i.e., weighted funding, unit count). ➔ Research the viability of the New Castle County Tax District and Tax Pool (SB 148). ➔ Determine resources that will be required, from state, district, and local sources, to support a redistricting transition (HB222)

Proposed Draft Priority 3

Original Priority	Proposed Draft Priorities
Systematic coordination of governmental entities (city, county, and state) that breaks down silos and results in more efficient effective delivery of services that changes the lived conditions in traumatized communities.	➔ Explore how to initiate and adequately support schools as community hubs. ➔ Propose plan/recommendation for addressing social impacts on education. ➔ Develop a proposal for redistricting in the City of Wilmington and northern New Castle County (SB148) ➔ Propose plan/recommendations for facilitating collaboration on implementation of best practices among school districts and charter schools (SB148)

Proposed Draft Priority 4

Original Priority	Proposed Draft Priorities
Increase use of social-emotional programs (i.e., trauma informed, conscious discipline, restorative justice practices, etc.)	➔ Propose plan/recommendations for addressing disproportionality in discipline (racial, et al.). ➔ Examine impacts of structural racism and discrimination. ➔ Propose plan/recommendations for improving school climate for educators and students.

Aligning Mandates and Priorities

Mandates

Senate Bill 148

- Recommend **policies and practices** to the Governor and General Assembly and to the Secretary of Education to **achieve educational equity and to improve educational outcomes of all Pre-K to grade 12 students** in the City of Wilmington and northern New Castle County.

- **Monitor the educational progress and outcomes** of students in the City of Wilmington as well as all low-income, English learners, and other students at risk across northern New Castle County.

House Bill 222

- The Consortium shall **create a redistricting plan** for Wilmington and northern New Castle County.

- It requires the Consortium to provide its recommendations through **a transition, resource, and implementation plan** for redistricting. Specifications for the content are outlined in the legislation.

Mandates Aligned With Priorities

Legislative Mandate	Proposed Draft Priorities
The Consortium shall develop policy proposals to be introduced through legislation to **improve teaching and learning** in both district and charter schools in the City of Wilmington and northern New Castle County.	Recruitment of diverse, high-quality educators. Retention of diverse, high-quality educators. Equitable allocation of high-quality educators. Propose plan/recommendations for improving school climate for educators and students.
The Consortium **shall recommend policies and actions** to the Governor and the General Assembly **that support the continuous improvement of public education** in the City of Wilmington and northern New Castle County.	Propose plan/recommendations for funding after the pilot of the Opportunity Funds. Propose plan/recommendation for addressing social impacts on education. Explore how to initiate and adequately support schools as community hubs.

Mandates Aligned With Priorities

Mandate	Proposed Draft Priorities
The Consortium shall **develop a proposal for redistricting in the City of Wilmington and northern New Castle County** that will include provisions stipulated in concurrent legislation formulated specifically for that purpose with designated responsibilities and timelines for action at all levels. **Evaluate the need for additional or alternative educational facilities in the City of Wilmington** including secondary schools.	Develop a proposal for redistricting in the City of Wilmington and northern New Castle County (SB148). Determine resources that will be required from state, district, and local sources, to support the redistricting transition (HB222).
The Consortium **shall research the viability of the New Castle County Tax District and Tax Pool.**	Analyze the New Castle County Tax District & Tax Pool.

Mandates Aligned With Priorities

Mandate	Proposed Draft Priorities
Recommend policies and practices to **achieve educational equity and to improve education outcomes** of all Pre-K to grade 12 students in the City of Wilmington and northern New Castle County.	Propose plan/recommendations for addressing racial disproportionality in discipline. Examine impacts of structural racism and discrimination.
Recommend changes in policies and practices that will **improve the coordination and collaboration among districts and charter schools.**	Propose plan/recommendations for facilitating collaboration on implementation of best practices among school districts and charter schools (SB148).

Additional Responsibilities

SB 148

The Consortium shall **monitor the educational progress and outcomes of students** in the City of Wilmington as well as all low-income, English learners and other students at risk across northern New Castle County. It shall **develop and publish data reports on the conditions impacting the educational outcomes of these students and also track the progress of these students.**

HB 222 may include:

Access to high-quality early education programs for all students in the areas **impacted by the proposed change in district boundaries**.

Provision and coordination of before and **after-school services** for students and families in the **areas impacted by the proposed change in district boundaries**.

Policies and practices associated with **student assignment and school choice**.

Address additional **transportation costs** generated by enabling students to complete their studies in schools attended prior to the boundary changes.

How do we get this done?

Framework for Change

The Framework Includes:

- Local data

- Research

- Stakeholder Engagement

Priority 1: Example

Priority	Local Data Available	Research Available	Stakeholder Engagement
Recruitment of diverse, high-quality educators.	Teach DE DOE	Teach DE Final Report and Recommendations Coteaching in Delaware: Policy Brief Fostering Equity Literacy with In-Service Teachers: Policy Brief Fostering Equity Literacy with In-Service Teachers: Policy Brief Coteacher Huddles: Policy Brief Et.al.	Educators TeachDE Administrators Higher Education
Recruitment of diverse, high-quality educators.	Teach DE	Teach DE Report The Future of Delaware's Teacher Workforce: A Focus on Teacher-Preparation Programs: Policy Brief	
Equitable allocation of high-quality educators.	Teach DE Open Data Portal	Teach DE Report The Future of Delaware's Teacher Workforce: A Focus on Teacher-Preparation Programs: Policy Brief	

How Do We Get This Done? Group Activity

Break into 4 groups:

- Group 1: Priority 1
- Group 2: Priority 2
- Group 3: Priority 3
- Group 4: Priority 4

Using the handout for your group:

- What additional data sources and research do you need?
- What stakeholder group(s) should be engaged?
- What additional questions do you need answered?

Next Steps

The team will take your feedback and work on:
- Suggested timeline, processes, and deliverables

Homework:
- Please send Haley any other data, research, or stakeholders you think of (hqaissa@udel.edu)
- Would any of you like to host a meeting?

Upcoming Meetings:
- November 14, 2019
- December 12, 2019