

## **Redding Consortium for Educational Equity**

### **Full Body Meeting**

### **Meeting Minutes**

**December 5, 2022**

The Redding Consortium full body meeting convened at 5:30 p.m. at the Community Education Building (CEB) in Wilmington, Delaware. Senator Elizabeth Lockman, co-chair of the Redding Consortium, welcomed all in attendance.

#### **I. Welcome and Introductions**

Sen. Lockman asked Redding Consortium members and IPA faculty and staff to introduce themselves. The Consortium welcomed two new members: Jennifer Thompkins, the President and CEO of the Wilmington Urban League, and Kevin Kelley, Chair of the Wilmington Community Advisory Council. Sen. Lockman also acknowledged an additional new member, Bettina Tweardy Riveros from ChristianaCare, who was unable to attend the meeting.

#### **II. Overview of the Work by the Redding Consortium**

Sen. Lockman reported on the funding received by the Redding Consortium for the 2022 and 2023 fiscal years. For the 2022 fiscal year, the Redding Consortium secured \$10.2 million in funding. For the 2023 fiscal year, the Consortium received \$12.8 million in funds with \$10.2 million in the operating budget.

The Redding Consortium, in partnership with the Delaware Department of Education, was able to help provide funds to establish the Wellness Center at Kuumba Academy affiliated with Christiana Care, and instructional support with tutoring services for Kuumba Academy. In 2022, the Redding Consortium helped provide funding for the wraparound services (before- and after-school programming), and in-school health services for the Bayard School, the Bancroft Elementary School, and Kuumba Academy. The Redding Consortium also helped provide funding for full-day preschool at Kingswood Community Center, Latin American Community Center, A Leap of Faith Child Development Center, and St. Michael's School and Nursery in 2022.

Per the recommendation of the Educator Work Group, the Redding Consortium Schools Scholarship will be available in 2023. The scholarship will cover tuition costs for current teachers working within eligible schools (in Brandywine, Christina, and Red Clay Consolidated districts, and charter schools). The scholarship may be used at the University of Delaware (UD), Delaware State University (DSU), Delaware Technical Community College (DTCC), Wilmington

University (WU), and Relay programs. In addition, a professional development supporting teacher retention will be provided in the fall of 2023.

The Redding Consortium will continue to work with the Data Service Center (DSC) and Delaware Department of Education (DDOE) to construct the Equity Data Dashboard. Furthermore, home visitations and developmental screening are pending.

Matthew Denn, co-chair of the Redding Consortium, reported that some allocated funds from the Redding Consortium budget were not spent and will be rebid in January 2023. Co-Chair Denn stated that there may be potential difficulties when expanding future programs for the City of Wilmington schools due to the large number of funds left over in the Redding spending budget.

### **III. Vision and the Path Forward of the Redding Consortium**

Sen. Lockman expressed the need for the Redding Consortium to be action-minded and collaborative. Therefore, Sen. Lockman asked for collective feedback from Redding Consortium members to ensure the efficiency and effectiveness of the Consortium's contribution to the City of Wilmington's impacted communities. The collection and organization of feedback from members occurred during breakout sessions.

### **IV. Breakout Sessions Hosted by the University of Delaware's IPA**

Valdese West, a trained facilitator from the University of Delaware's (UD) Institute for Public Administration (IPA), led and facilitated the breakout sessions. The Redding Consortium was divided into four groups and members of the public comprised the fifth group. The four groups were asked to discuss the following questions amongst themselves. Afterward, the groups participated in a share-out.

- **Question #1:** With the current landscape of education, what do you think should be the priorities for the Redding Consortium? Refer to the Status Report document for workgroup focus areas.
- **Question #2:** What is Redding's role in governance change in Wilmington and Northern New Castle County, Delaware? What are the key components of comprehensive governance reform?
- **Question #3:** What do you understand to be Redding's biggest successes? Biggest challenges?

## **V. Breakout Session Share Out**

The share-out was facilitated by Valdese West, UD, IPA.

### **Question #1:**

Feedback from Question #1 is listed below:

- Jeffrey Menzer noted that everything should not be a priority for the Redding Consortium. Instead, initiatives must be translated into tasks and then prioritized.
- Kevin Kelley expressed that the Consortium should prioritize collecting input from communities and engage with non-profits and programs within the City of Wilmington. Sen. Lockman recommended that the Consortium should utilize data to further action (as opposed to solely showing problems).
- Tika Hartsock stated that the Consortium should prioritize learning recovery and pacing post-COVID-19 as there is learning loss. Joseph Jones mentioned that learning loss occurs when scholars switch school districts. In addition, Jones recommended that the Consortium should get a pulse on the educational landscape as it is ever-changing. Stephanie Ingram communicated the need to collaborate with other state agencies and partner with organizations working in public education.
- Danya Woods stated that the Consortium should focus more on scholars in secondary education (6th to 12th grade) and create more opportunities for other voices at the table. Lincoln Hohler and Jennifer Thompkins recommended that the Consortium should discuss—and thus focus upon—the intersections between socioeconomic status and educational identities within the City of Wilmington; Hohler and Thompkins also argued for the need to identify—and act upon—potential complex traumas for scholars.

### **Question #2:**

Feedback from Question #2 is listed below:

- Jim Simmons, DDOE, stated that collaboration is a component of comprehensive governance, including initiatives like the Wilmington Learning Collaborative (WLC).
- Kevin Kelley asked what is governance and how do we define governance. In addition, Kelley argued that the Consortium recommends, as opposed to governs. Sen. Lockman expressed the need to identify systemic and institutional barriers to collective governance.
- Joseph Jones suggested that collective governance is not easy when deconstructing walls and mindsets. However, there needs to be collective data-sharing among school districts.
- Raye Jones Avery communicated that the components of collective governance are collaboration, transparency, open communication, and accountability. Examples of successful cross-district collaboration, such as the BRINC Consortium of Delaware, and Boost '22 and '26 were discussed.

**Question #3:**

Feedback from Question #3 is listed below:

- Jeff Menzer said the success of the Consortium was in its ability to secure funds; however, the challenge was spending allocated budgets. Kelley expressed the need to assist schools in applying for state funds and grants. Thompkins communicated the potential for nonprofits to assist in this process.
- Jones Avery stated that schools want to apply for state funds, but eligibility is unclear. Danya Woods declared that the success of the Consortium was rallying around needs and actions within education. However, the Consortium has faced challenges surrounding the partnership with WLC, offering space for more voices at the table, working alongside nonprofits, and defining equity.

**\*Note:** The Redding Consortium staff also collected breakout session worksheets from Redding Consortium members via email for those who were unable to attend the meeting in person.

**VI. Public Comment**

A member of the public requested future meetings to be hybrid (in-person and via Zoom). Amy Gallagher expressed concerns about the order of operations within the Redding Consortium and their action steps.

**Sen. Lockman adjourned the meeting at 7:30 p.m.**

## Attendance

### Redding Consortium Members

Sen. Elizabeth Lockman, Co-Chair  
Matthew Denn, Co-Chair  
Raye Jones Avery  
Aaron Bass  
Ted Blunt  
Tika Hartsock  
Lincoln Hohler  
Stephanie Ingram  
Joseph Jones  
Kevin Kelley  
Chuck Longfellow as a proxy for Dan Shelton  
Jeffrey Menzer  
James Simmons as a proxy for Secretary  
Mark Holodick, ex-officio member  
Jennifer Thompkins  
Margie López Waite  
Danya Woods

### IPA/DSU Staff

Haley Burns (Qaissaunee)  
Jenna DeMaio  
Grace Diehl  
Lauren Dykes  
Alaina Robinson  
Esha Shah  
Kelly Sherretz  
Valdese West  
Ashley Wilkinson

### Members of the Public

Amy Gallagher  
Jerome Lewis  
John Read  
Reidel Vichot  
Julia Zammith