

The Redding Consortium for Educational Equity
November 14, 2019
The Bancroft School, Wilmington, Delaware
Meeting Minutes

Welcome

Consortium Co-Chair Elizabeth “Tizzy” Lockman called the meeting to order at 5:38 p.m. Consortium Co-Chair JJ Johnson welcomed Consortium members and members of the public to Bancroft School.

Members of WHYY News team filmed the meeting and announced their ongoing documentary project related to the state of education in Wilmington, Delaware.

Lockman opened the floor to introductions from Consortium members.

Approval of Minutes

The quorum was met and the meeting minutes from October 10 were approved.

Presentation on Teaching and Learning Practices

Dan Rich, Institute for Public Administration, introduced Gary T. Henry, Dean of the College of Education and Human Development at the University of Delaware. Henry gave a presentation on preparation, recruitment, retention, and allocation of effective teachers in Delaware.

First, Henry discussed the preparation and equitable allocation of high quality teachers across the state. He reviewed some defining characteristics of high quality teachers like high value-added scores from non-supervisory agents, remaining in respective schools, and experience. Henry stressed how much teacher effectiveness impacts student achievement and how teacher turnover negatively affects student achievement gains. He pointed out that, generally, schools with high concentrations of students living in poverty have the highest teacher turnover rates and thus fewer high quality teachers.

Next, Henry addressed Delaware’s teacher shortage and the need for more quality teachers in public schools. He harped on a collaboration between government officials and higher education institutions like the University of Delaware (UD), which has a Teacher Preparation Program that graduates approximately 227 students each year. UD has also deployed a task force that will produce a report in March 2020 containing “next steps” about what the university can do to help address this state-wide teacher shortage. The task force will address if and how to initiate and sustain a preparation program for middle grade teachers, expand the existing teacher preparation program at UD, identify options to create a single visible source of information for potential students interested in UD teacher preparation programs, and increase the number of teachers that UD prepares in subjects of shortage like high school math and science.

In terms of government action, Henry suggested that state and local districts should authorize binding offers for students completing teacher preparation programs by January, specify school

and grade/content assignments in those offers, prohibit voluntary teacher transfers for next school year after February, and appropriate competitive salaries with other mid-Atlantic states.

Henry noted that Delaware ranked behind New York, D.C., New Jersey, Maryland, Rhode Island, and Pennsylvania in average teacher salaries. Consortium member Maria Matos pointed out that district pay differs across states. Consortium member Tika Hartsock brought attention to the reasons other than salary that teachers leave Delaware and suggested additional professional development opportunities for retention. Then Henry discussed the opportunity for Delaware Teaching Fellowship program that recruits high school seniors, provides four-year college scholarships to them, and offers loan forgiveness for each year taught in a state school post-graduation.

Henry presented three questions to frame the issue of inequitable educational outcomes to Delaware constituents:

1. What will it cost to produce equitable educational outcomes for students in Delaware?
2. What is the fairest way to raise the resources necessary to produce equitable outcomes for all students in Delaware?
3. How should the revenues be expended to realize equitable outcomes for all students in Delaware?

Henry ended his presentation with the central message: A positive and constructive step in achieving educational equity is to increase the pool of high quality teachers.

Tony Allen, President of Delaware State University (DSU), talked about the teacher preparation programs at DSU, which produces about 35-40 new teachers per year. He stressed the need for one statewide program that can produce quality, culturally competent teachers in Delaware. He stated creating this statewide program would require strong political will.

Johnson and Lockman closed out this discussion and echoed the Consortium members' priority to generate this political will.

Review Process, Timeline, and Work Groups

Lockman stated that the Consortium is a body that intends to be driven by community, research, and data. She also shared the Consortium's decision-making model, which highlights the Consortium's approach to achieve its goals, including an initial phase focused on gathering data and developing ideas and a secondary phase focused on deliberating and refining policy recommendations and proposals.

Lockman identified Consortium priority areas, provided a work group overview, and explained a proposed timeline for November 2019 through August 2020. Priority areas include educators, redistricting and governance, funding, and social and emotional learning (SEL). The first two active work groups will focus on educators and redistricting and governance.

Public Comment

José Matthews, member of the Red Clay Consolidated School District Board of Education,

recommended that the Consortium be more inclusive and representative of the Hispanic community, perhaps by incorporating a translator into meetings or doing more community outreach. He also voiced concerns about teacher salary.

A parent, Amy Gallagher, expressed concern about funding toward public education in Delaware, as well as the apparent lack of action by the state government officials to prioritize this issue.

John Marinucci, Delaware School Boards Association, requested greater Consortium involvement with members of local school boards in New Castle County.

Work Group Meetings

Consortium members broke out into workgroup assignments and discussed upcoming meeting dates and priority action items.

The meeting adjourned at 7:30 p.m.

Redding Consortium for Educational Equity
Thursday, November 14, 2019

Consortium Members:

Tizzy Lockman, Co-Chair
JJ Johnson, Co-Chair
Gwen Angalet, for Ty Jones
Aaron Bass
Dusty Blakey
Susan Bunting
James DeChene
Conner Dunleavy, for Anthony Delcollo
Jackeline Fred, for Aaron Bass
Tika Hartsock
Mark Holodick
Joseph Jones
Maria Matos
Noelle Picara
Michael Purzycki
Eugene Young

Members of the Public:

Dawn Alexander
Norkia Baker
Dwayne Bensing
Rep. Stephanie Bolden
Paul Fine
Erin Goldner
Kim Gregory
Gary Henry
Pual Herdman
Rachel Hoke
Karen Lantz

Kendall Massett
Jose Matthews
Cindy McDaniel
Cathy Rempin
Cora Scott
Jon Sheehan
Gordon Simmons
Jim Simmons
Michelle Suchyj
Andrea Boyle Tippett
Kiela Thompson-Williams
Alexis Wrease

IPA Staff Members:

Abigail Armstrong
Jason Bourke
Sarah Bruch
Elizabeth Fleming
Chester Holland
Jerome Lewis
Fran O'Malley
Joseph Pika
Haley Qaissaunee
Dan Rich
Kelly Sherretz
Cimone Philpotts
Leighton Trimarco