

**Redding Consortium for Educational Equity: Educators Work Group
January 13, 2020
Community Education Building, Wilmington Delaware
Meeting Minutes**

Welcome

The work group Co-Chairs, Representative Mike Smith and Noelle Picara, called the meeting to order at 5:00 p.m. They opened the floor for introductions from the Work Group members. Smith and Picara reminded the Work Group of their responsibilities and task of providing tangible recommendations to the collective Consortium by mid-February.

Delaware Department of Education Presentation

Jon Neubauer, Associate Secretary, Educator Support for Delaware's Department of Education, introduced the Department of Education's roles and responsibilities. Dr. Seher Ahmad, Strategic Data Fellow with Delaware Department of Education, presented the results from the *Educator Mobility Survey*. The survey's purpose is to gain data on why educators are leaving schools, professions, and Delaware. This presentation provided significant information for the Work Groups' formation of recommendations. For example, the survey responses indicated that educators leave their positions most frequently due to school leadership, followed by student behavior/school climate. Work Group members discussed the role of leadership regarding how principals and administrators influence school environment and teacher satisfaction. Work Group members expressed their desire to review more information on how school leaders are being prepared, trained, and evaluated.

Delaware Department of Education Recruitment and Retention Initiatives

Neubauer and Dr. Ahmad provided a handout listing various Department of Education initiatives geared toward recruiting and retaining educators. Among these, Work Group members discussed mentoring initiatives and new teacher and administrator training. The Work Group discussed previous and ongoing district initiatives, such as the Retire-Rehire Program in the Red Clay School District, which is a recent program that hired retired educators to serve as mentors for new educators. Notably, Work Group members mentioned how educators are counseled out of the profession, suggesting not all educator attrition is negative. This prompted a conversation on 'repurposing' less effective educators to other positions in a school and the importance of ensuring Delaware schools are solely staffed with effective and successful educators and administrators

Policy Recommendations

Recognizing that the Work Group will make policy recommendations to the collective Consortium in February, the members wrote down short term and long term recommendations for policy actions going forward. These recommendations will be further developed at upcoming Work Group meetings.

Public Comments

There were no public comments.

The meeting adjourned at 7:00 p.m.

Meeting Attendees

Work Group Members:

Michael Smith, Co-Chair

Noelle Picara, Co-chair

Jim Simmons

Margie Lopez-Waite

Ray Jones Avery

Shelley Rouser

Members of the Public:

Abigail Armstrong

Ellie Fleming

Fran O'Malley

Jon Neubauer

Kelly Sherretz

Seher Ahmad

Tizzy Lockman

**Redding Consortium for Educational Equity: Educators Work Group
December 12, 2019**

Work Group Members:

Michael Smith, Co-Chair
Danya Woods, Co-Chair
Susan Bunting
Alfreda Butcher
Ty Jones
Noelle Picara

Members of the Public:

Abigail Armstrong
Ellie Fleming
Amy Galliger
Fran O'Malley
Shelly Rouser
Kelly Sherretz
Jim Simmons