

**Redding Consortium for Educational Equity: Educators Work Group
December 12, 2019
Shortlidge Elementary School, Wilmington, Delaware
Meeting Minutes**

Welcome

The work group Co-Chairs, Representative Mike Smith and Danya Woods, called the meeting to order at 5:00 p.m. They opened the floor for introductions from the work group members and members of the public.

Work Group Requirements

Smith and Woods reviewed the charges of the work group, which are to ensure the recruitment, retention, and equitable allocation of high-quality educators especially in high needs schools. Additionally, they reviewed the general timeline for the work group, which states they will have three meetings (two in January and one in February) and will provide a plan to the full Consortium by February 12.

Current Programs Discussion

Susan Bunting, Secretary of Education, explained the Department of Education's current programs and recruitment efforts. These include job fairs, talent practice surveys, and loan forgiveness. The work group discussed the need for specific data on exit surveys, which will be provided for the next meeting. Following, the group discussed current hiring trends and the issues associated with the once-a-year count. Data regarding where and how many educators are hired after the September 30 count will be provided for the next meeting.

Stakeholder Engagement

The work group discussed the importance of engaging stakeholders and stated specific individuals/organizations that should be engaged. Some stakeholders include but not limited to, Human Resource Directors for the districts, educators' support groups, and Wilmington University. The members were tasked with emailing additional stakeholders that were not discussed in the meeting.

Additional Issues Discussion

The work group discussed additional concerns and suggestions that would need further development.

Shelly Rouser, Delaware State University Dean of Education, prompted the discussion on not only promoting the education profession, but promoting Delaware. Rouser stated that there are so many other options for surrounding areas that Delaware needs to highlight the positive features of staying in the state, such as the cost of living.

Student-teacher placement was another important issue discussed. The work group discussed the competitiveness of being placed in a school where the student-teacher will receive a good education and experience. Student-teachers are not receiving varying experiences with other counties and high-needs schools during their placements. There are not enough teachers gaining experience down state in Sussex county and in high-needs schools. This conversation continued

to discuss leadership development programs that would couple with teacher placements to ensure support. This would include already established teachers gaining further leadership development to make certain student-teachers and novice teachers are properly guided and supported.

Moving Forward

The work group concluded the meeting with discussing strategies and what needed to be accomplished regarding stakeholder engagements and policy suggestions. At the next meeting the members will review current data and research and begin brainstorming policy suggestions. The members were reminded to email the Co-Chairs certain individuals or organizations that need to be engaged in the decision process. These stakeholders will be contacted before the next meeting.

Public Comment

Amy Gallager, a parent of a New Castle County student, encouraged addressing the workload for principals and teachers. Her experience in the schools suggested that principals are receiving an overwhelming amount of work that does not allow them to be productive. Additionally, Galliger stated the intrinsic problems of the current schools need to be addressed publicly.

The meeting adjourned at 7:00 p.m.

Meeting Attendees

Work Group Members:

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

Members of the Public:

Abigail Armstrong
Ellie Fleming
Amy Galliger
Fran O'Malley
Kelly Sherretz