

Redding Consortium for Educational Equity

Social Determinants Work Group

July 23, 2020

Meeting Minutes

Welcome

Co-chair of the Social Determinants Work Group, Jeff Menzer, introduced himself and welcomed all in attendance. He then listed the expected norms of the Work Group's first meeting

Introductions

Menzer requested that all voting members of the Work Group and of the Redding Consortium for Educational Equity (Redding Consortium) to introduce themselves, describe their main strength, and to write in the chat box their reasoning for joining the work group. Jason Bourke, Delaware State University staff (DSU), lead the roll call and guided the initial introductions.

Overview of the Redding Consortium Process

Menzer asked Tizzy Lockman, Co-chair of the Redding Consortium to provide an overview of the Redding Consortium. Lockman explained the Redding Consortium's background, Senate Bill 148 that instituted the Consortium, diverse membership and Work Groups, University partnerships with University of Delaware and DSU, their definition of equity, and the decision processing model.

Discussion of a successful, holistic model for ensuring the success of Wilmington students

Raye Jones Avery, Co-chair of the Social Determinants Work Group, explained a visioning exercise the work group completed in break out groups. Jones Avery emphasized the purpose of the exercise was for the work group to ignore barriers and create solutions that would allow students to reach their full potential. She instructed the groups have 30 minutes and that one member of the breakout group take notes and another member report what the group discussed. The full group was divided into breakout rooms.

Breakout Group Updates

- **Group A:** Co-chair of the Redding Consortium, Matthew Denn, provided Group A's updates. He stated the general themes included a safe school climate, well-kept facilities, and for schools to develop a relationship with the communities they serve. The group also emphasized health and wellness, access to technology, and music and art programs. They added that the schools core values should view children as a whole person, an established social justice curriculum, and supports for educators.
- **Group B:** Tamara Smith stated her group focused on mental and physical wellness for both students and parents. They placed importance on schools having wellness centers that allow for mindfulness. The other item discussed was cultural competency, continually training, staff support. Smith explained that group wanted provide family support which includes sessions on

topics such as financial literacy. Lastly the group wanted to address the school to prison pipeline and partner with community organizations.

- **Group C:** Tika Harstock explained the groups discussion revolved around restructuring the school system and requiring school staff reflective with the students they serve. The group also suggested implementing a method of teaching that met students at their level and supported them best. They also discussed outside supports beyond academics and focusing on student performance rather than the time spent in class.

Menzer and Avery Jones thanked all the groups for their participation. Menzer stated that the expect the work group's work to be engaging, and that each member has networks and connections that can be utilized to establish change.

Homework Assignment

Menzer explained to the work group that they are to come up with two or three action strategies that stem from their conversations in the breakout group. He emphasized that their homework assignment will be utilized. Denn suggested that if a work group member wished to dive deeper in a particular action strategy, that they should reach out to the work group Co-chairs. Menzer added that Jason Bourke Delaware State University staff, will send out surveys to gather the work groups feedback on this meeting. He also requested that the work group consider renaming the work group, and to send their ideas.

Dawn Alexander asked the Co-chairs how they can involve people from their network with the work group's agenda. Jones Avery responded that she and Menzer need to discuss how to incorporate stakeholder engagement and will explain to the group later.

Public Comment

No public comment.

Meeting ended at 6:21 p.m.

Attendees

Consortium Members:

Raye Avery Jones

Jeff Menzer

Evelyn Edney

Aaron Selekman

Tika Harstock

Dan Shelton

Jeff Taschner

Yvette Santiago

Eleanor Kiesel

Dawn Alexander

Tamara Smith

Senator Dave Sokola

Senator Tizzy Lockman

Shanika Perry

Matthew Denn

Roger Harrison

Teri Lawler

Representative Kim Williams

Mark Pruitt

Karen Eller

Yasser Payne

Institute for Public Administration/Delaware State University Staff

Dr. Blackstone

Jason Bourke

Sarah Bruch

Cimone Philbotts

Haley Qaissaunee

Kelly Sherretz

Alexis Wrease

Sarah Bruch

Eleanor Keisel

Members of Public:

Gwen Angalet

Susan Bunting

Thelma Brown

Kathryn Denhardt

Kelly Freund

Winnie Thuku

Dan Shelton

Kyle Sheppard

Winnie Thuku

Winnie Wanja

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Jeff says that as the meet the are planning to make it an engaging process, all of us are here because we are committed, and that we all have our own networks and resources and tapping into all of that we have access to and putting it together to best serve our students and wilmintong students. The activity was for all of us to tap into our tool box

Agenda

- **Welcome & Introductions**
 - Jeff Menzer welcomes all, superintendent of the colonial school district, and
 - Meeting Norms discussed,
 - Introductions will include report out who everyone is, and what they hope to take away from the group. The introductions are put in the chat on why everyone is here and why they agreed to join the work group. Menzer asks everyone to answer the question, that describes your strength you bring to work with the group
 - Jeff starts and explains he is quietly persistent
 - Raye Jones very tenacious
 - Jason leads and runs down the list
 - Evelyn edney (member): Communicator
 - Tika Harstock (member): passionate
 - Teri Lawler: Critical thinker
 - Doctor Yasser Payne: Black Wilmington's perspective and experiences especially with the criminal justice system
 - Shanika Perry:
 - Mark Pruitt: Practical
 - Yvette Santiago: gives the importance of equity and why she is here
 - Aaron Selekman:
 - Tamara Smith: Passion
 - Senator David Socola:
 - Rep Kim Williams: Passionate
 - Jeff Tashner: willingness to listen and learn
 - Senator Lockman: Persistent
 - Dawn Alexander: colonial school district, experience with early childhood education, determined
 - Roger Harrison:
 - Matt Denn
 - Karen Eller
- **Overview of Redding Consortium Process**
 - Jeff Menzer asks Tizzy for an overview about the RC
 - Lockman provides the overview, following the powerpoint
 - She is the co-chair representing legislator and Matt Denn is the appointee from the governor's office, to have a collaborative effort, we have strong support from the University of Delaware and DSU helping administratively and through research and expertise

- Highlights the official memberships which was created to have a diverse group of stakeholders who are all dedicated to educational equity
- Provides background, recognizes that we are continuing the work of others who have started addressing this issues, especially in the city of wilmington, most recently WEIC/WEAC which was reauthorized in the 150th GA
- Senate bill 148, created RC and redefined what it will, recommended policies and practices, publishing reports, and also highlighting best practices. The mandate has specific instructions in the mandate, some items include more funding outline, redistricting tax district
- Definition of equity: a safe secure, and student focused system where every student has access to resources and opportunities they need to be successful, in and out of the classroom, work together for this definition
- Guiding principle: community research and data oriented
- Consortium Decision making model that the RC follows, work on stakeholder engagement, look at local data (de and wilmington specific), and best practice research, she emphasizes stakeholders, students, parents, etc, this model is used to check ourselves
- Mentioned priority areas, educators, redistricting and governance, funding, and social determinants of Health and Education
- Consortium Timeline: but is off due to covid
- Active work groups: redistricting and governance and educator work group, but redistricting is shifting to funding
- Raye opens up to questions, nothing asked
- Discussion of a successful, holistic model for ensuring the success of Wilmington students
 - Raye leads the discussion about the work Groups Focus
 - She introduces the visioning activity, she says they are entering an adventure together so everyone must shake off everything that happened before and hone in and access our creative side and asks the work group to imagine and reimagine of a 21st model look like that would include in school out of school support systems that they know will benefit students to help them reach their full potential. Imagining something that is not bound by limits not political or resources hurdles. Breaking out into break out groups 30 minutes given, one notetaker and one spokesperson. Raye then explains the norms, which include avoiding the problems, not trying to reach agreement, the model must be built from an equity lens, this lens is driving the consortium works and a culturally relevant lens,
 - Raye asks if we should add any norms, not one added.
 - Menzer adds that this is designed to not be limited to imagine the possible and wants to emphasize. The members of the public will be added as observers
 - Members of the research team will be the facilitators
 - The groups go into break out groups
- Break out room: Jeff Menzer and Jason O'Bourke Administration (may not be added)
 - Wants to talk about what can be improved

- Jason, Identifying the way to better identify the work group members but the non-working members involved themselves in the chat
- Jeff says that we should have more control of the zoom features where the chat and the speaking focus is not available until the end of the public session
- Did not want to get the visioning activity pre thought of
- Jason Bourke is sharing doc with the break out room
- Jeff menzer of the survey to the rest of the work group members
- Jason prepares the homework slide
- Break out room: Jeff Menzer and Jason Bourke
- Break out groups return, and Menzer reopens the conversation, there is public comment on the agenda ask any members to ask to chat, and limit self to 2 minutes to comment.
 - Group A: Spokesperson Matthew Denn
 - Six people talk. The general themes, what they wanted kids to see and feel when they came into the school, that the kids feel welcomed, Tashner and Santiago emphasized that. Tashner also said need to have physical facilities to support this. Schools reaching out to outside communities and bringing the communities into the school even before they started school. Specifics included health and wellness, access to tech, and music and arts. Raye had core values, seeing children as whole person, social justice in curriculum, and educator self care and professional development
 - Group B: Spokesperson Tamara Smith
 - The biggest themes focused on the mental and physical wellness of students and parents the importance of having wellness center spaces for mindfulness. Also cultural competency and care of students, and supporting staff about teaching this continually on subjects of implicit bias how they teach and how they support system. Discussed how to support families, running sessions for families like on financial literacy or having business come into. Partnering with outside community sources, also addressing the school to prison pipeline
 - Group C: Spokesperson Tika Harstock
 - The discussed more of a macro approach, that schools are situated with a bottom caste, so that restructuring school is addressed. Making school staff reflective of the students they served. Utilizing an approach of reality pedagogy which means meeting students at their level to help best support them. We looked at supports that can be utilized outside of the academics. Looking at the enter school day and how we are providing. Not focusing on seat time but rather performance.

Jeff thanks everyone for sharing and Raye also thanks for sharing the ideas and that they will dive deeper into the ideas. Jeff says that as the meet they are planning to make it an engaging process, all of us are here because we are committed, and that we all have our own networks and resources and tapping into all of that we have access to and putting it together to best serve our students and Wilmington students. The activity was for all of us to tap into our tool box

- Homework Assignments

- Jeff then leads to homework, that the group is not just voting but wants the group to engage, and explains the homework assignment
 - The assignment: 2-3 action strategies that add on to their discussion in the break out room.
 - Jeff emphasizes that this homework assignment will be used and not just tossed to the side. Raye seconds this point. Matthew Denn suggests that people have specific areas that they want to dive into that they can be in touch with raye jeff or jason to have multiple people looking at this homework. Jeff says jason will be sending out emails, that will include the surveys, the email will ask about the pros and cons about how this meeting was conducted, and jeff asks for honesty and that process is just as important as content.
 - Raye opens up to public comment
- Public Comment
 - No public comment
 - Jeff Menzer talks about the title of the work group and how they feel it may be long, and they are wondering if there is a better public title that captures the focus of the group. Raye says for people to. Dawn Alexander consortium member asks if there are people they can recommend to join the membership or join the conversation as least. She has partners there input is critical. Raye says they will get all sort of stakeholder engagement, so she and all the cochairs will make it more clear on how to include stakeholder engagement

Meeting ended 6:21 p.m.

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