

# Redding Consortium Educator Work Group Meeting

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JULY 21, 2020

# Meeting Norms and Orientation to Zoom

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- Please mute yourself when not talking
- You can use the chat function to ask questions or you can unmute yourself
- When speaking please start by identifying yourself
- Quick introduction to the different areas of Zoom
  
- Please note this meeting is being recorded and may be posted for the public

# Welcome and Introductions

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# Approval of Minutes

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# Review of Charge

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This group was tasked with reviewing local data along with best practice research to create recommendations for the recruitment, retention, and equitable allocation of diverse, high-quality educators in the City of Wilmington.

# As Defined by the Consortium, Educational Equity is...

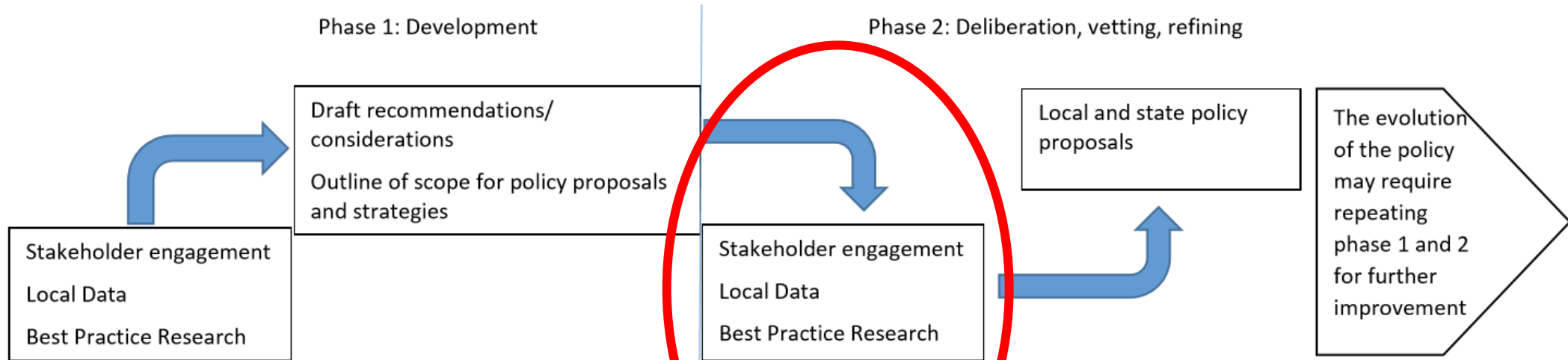
A safe, secure, and student-focused system where every student has access to the resources and opportunities they need to be successful—in and out of the classroom.



# Decision Making Model

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# Consortium Decision-making Model



## Definitions:

- Stakeholder engagement includes educators, parents, students, community members and organizations, to ensure their perspectives and involvement are included in the process
- Local data consists of gathering Delaware-specific data on each topic used to assess magnitude and scope of educational equity concerns
- Best practice research consists of gathering research from other districts and states to deliberate and create best-practice recommendations



# Goals of the review

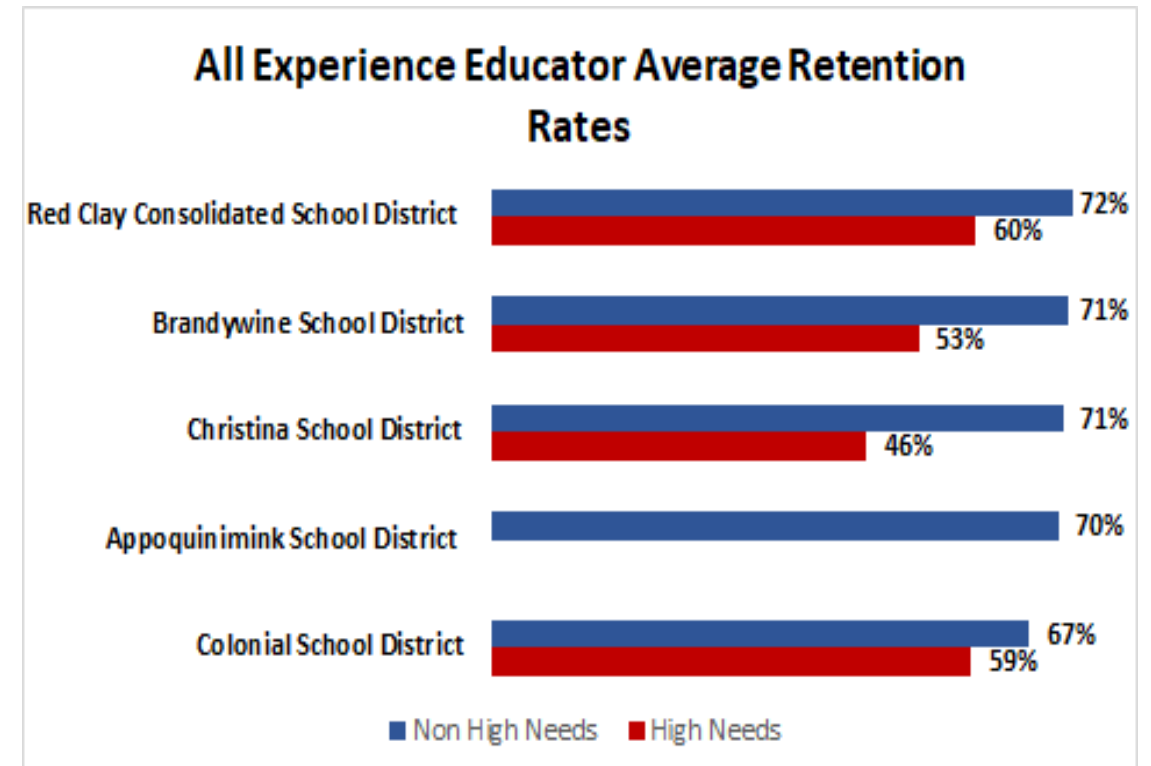
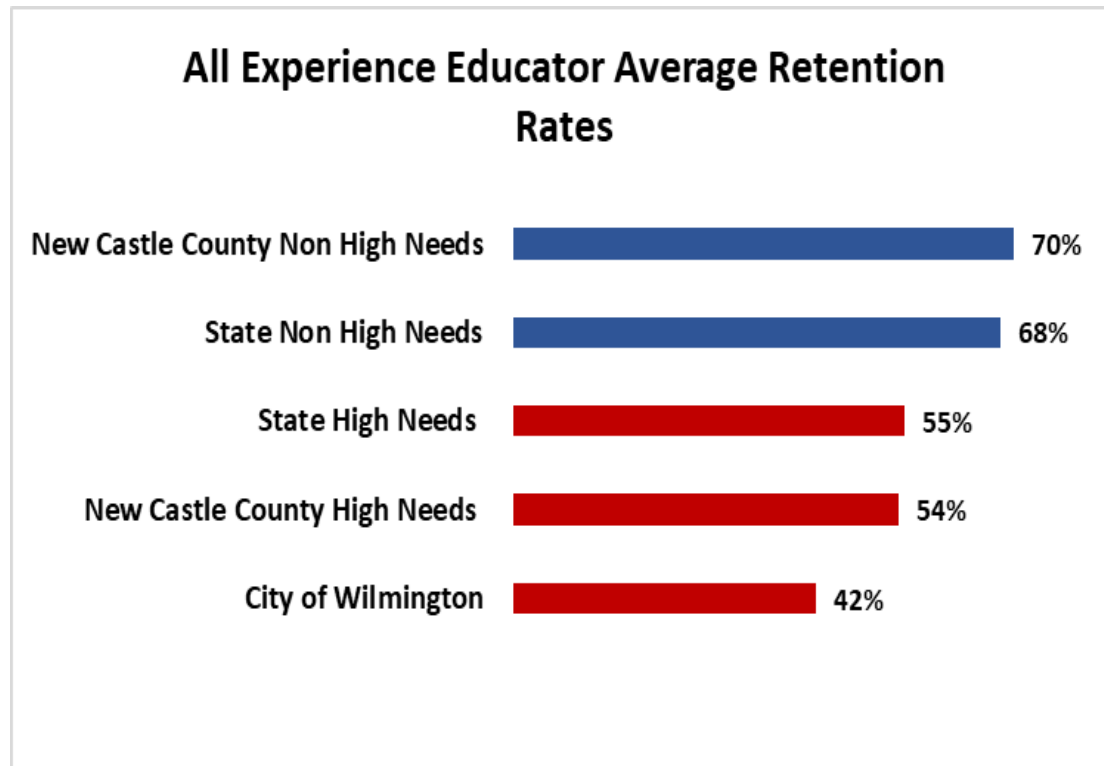
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- Determine which three recommendations to continue to develop.
- Develop a stakeholder engagement plan.
- Identify ways that the Work Group can recommend to the Consortium to make real change in the recruitment and retention of educators
- Consider possible responses to COVID that are relevant to our task.

# Follow-Up from March

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# Retention in High Needs Schools



\*Note: Appoquinimink School District does not have any High Needs Schools

Source: Delaware Department of Education, Educator Mobility Data

# Which schools do Wilmington residents attend?

Wilmington Student Enrollment in Public Schools, 2018-19 School Year

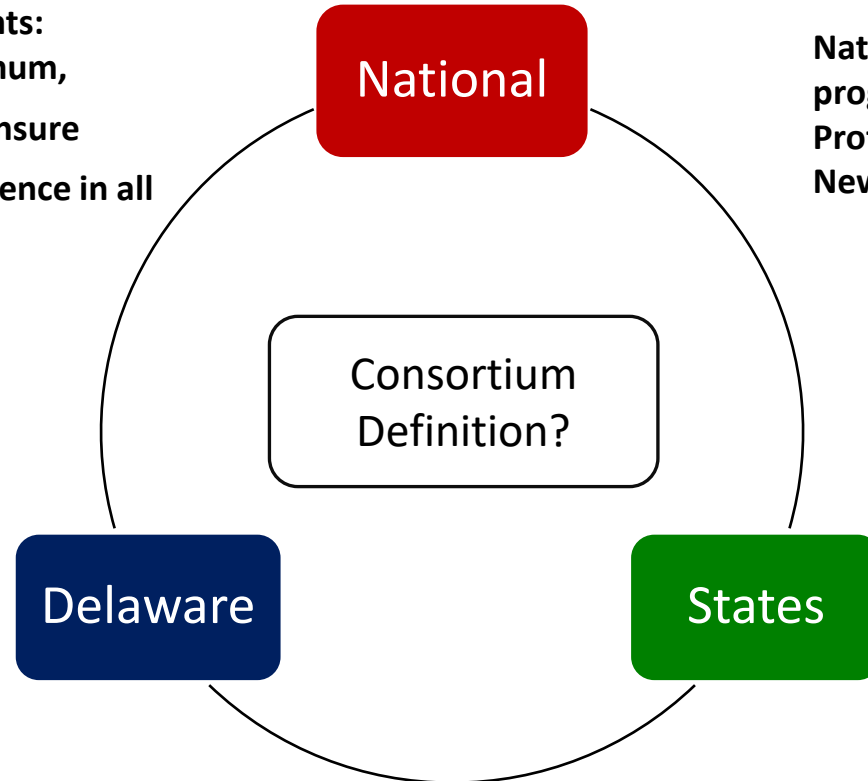
Red Clay Consolidated School District	3267
Christina School District	1846
Brandywine School District	1842
NCC Vo-Tech School District	628
Edison (Thomas A.) Charter School	556
Kuumba Academy Charter School	458
East Side Charter School	338
Colonial School District	294
Great Oaks Charters School	240
Academia Antonia Alonso	235
Odyssey Charter School	223
Charter School of New Castle	184
Freire Charter School	169
First State Montessori Academy	122
Charter School of Wilmington	100
Intensive Learning Center (Christina)	95
Delaware Design-Lab High School	45
Gateway Lab School	44
Las Americas ASPIRA Academy	38
Appoquinimink School District	23
Delaware Military Academy	20
MOT Charter School	<15
Newark Charter School	<15

# High-quality educators definition

## Federally defined educator requirements:

1. Have a bachelor's degree at minimum,
2. Have full state certification or licensure
3. Demonstrate subject area competence in all subjects they instruct.

“an excellent teacher is fully prepared to teach in [their] assigned content area, is able to demonstrate strong instructional practices and significant growth in student learning (on student assessments and also in terms of social-emotional indicators, when available), and consistently demonstrates professionalism and a dedication to the profession both within and outside the classroom.” –Delaware Plan to Ensure Equitable Access to Excellent Educators for All Students



National definitions mainly focus on certification programs such as, the National Board of Professional Teaching Standards and the Interstate New Teacher Assessment and Support Consortium.

“educators who are experienced, in-field, and qualified who are fully able to support students in getting and remaining on track to graduate from high school ready for college or careers.” – New Jersey’s State Plan to Ensure Equitable Access to Excellent Education

# Review Current Recommendations

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# Goals of the review

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- Determine which three recommendations to continue to develop.
- Develop a stakeholder engagement plan.
- Identify ways that the Work Group can recommend to the Consortium to make real change in the recruitment and retention of educators
- Consider possible responses to COVID that are relevant to our task.

# Recruiting High-Qualified, Diverse Candidates

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- Develop a *Grow Our Own* Program.
  - IHE should create partnerships with already established Teacher Academies
  - Districts should further develop and advertise Future Teacher programs and other like programs
- Strengthen the Teacher Pipeline
  - Expand and increase funding for scholarship and tuition forgiveness programs in Delaware
  - P-20 creates/expand channels of communications between IHEs and LEAs
  - Expansion/development of year-long teacher residencies



# Retaining High-Quality, Diverse Candidates

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- Address financial incentives and packages
- Create a whole school professional learning package offered to high-need schools within the City of Wilmington

# Supporting a Diverse Teacher Workforce

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- Local Education Agencies (LEAs) should create cohorts of teachers and administrators of color for the purpose of preparing the next generation of teachers and administrators
- Increased efforts should be made to recruit individuals of color and individuals with diverse backgrounds to these positions and to support these individuals while they are working within schools

# Activity

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1. Break out into small groups and determine top 2 or 3 recommendations
  - Place what the group comes up with in the chat box
  - Discuss if needed.
2. Break into small groups and fill out google doc (link in chat)

# Next Steps

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# Public Comment

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