

**Redding Consortium for Educational Equity: Educators Work Group**  
**October 6, 2020**  
**Virtual Zoom Meeting**  
**Meeting Minutes**

**Welcome**

Noelle Picara, Co-Chair, and Representative Michael Smith, Co-Chair, began the meeting with welcomes and introductions. The Work Group reviewed and approved previous meetings' minutes. Additionally, the charge of the Work Group was stated.

**Review of Timeline**

Representative Smith stated the recommendations and implementation plan will be presented at the upcoming Redding Consortium meeting on October 22. Additionally, the Work Group will meet in November to make any necessary changes to the recommendations. The final presentation and vote will be at the Redding Consortium meeting on December 10.

**Review of Implementation Plans**

The Work Group reviewed the implementation plans for the two recommendations: Develop a Grow Our Own Program and a Whole School Professional Learning Package. The Work Group split into two small breakout room to discuss the implementation plans in depth. The breakout rooms lasted for 30 minutes.

The Work Group reconvened and discussed the highlights of each breakout rooms discussions. One small group discussed engaging other individuals who would help the development and implementation of the recommendations. They also discussed the potential inequities for teachers of color in the alternative routes pathways. Delaware State University was asked on their recruitment methods for high school and middle school students. Shelley Rouser, Chair of the Education Department at Delaware State University, stated some efforts including, campus visits and high school visits. They currently do not have a specific pipeline but is a goal to work on further defining a pipeline for Black and Latino men. The second small group discussed the criteria using to identify the schools that would be involved in these recommendations. Additionally, they discussed what would be the request for approval or what would schools be submitting to be accepted for the professional learning package. The Work Group also discussed maintaining a survey for teachers to ensure an updated analysis of the work environment. The small group discussed success for the recruitment and retention of teachers of color in individual schools. Jim Simmons reminded the group about the unique mentoring that is necessary to ensure teachers of color remain in the schools. Ray Avery Jones questioned the definition of teachers of color in the recommendations to make sure teachers of underrepresented populations are specified in the recommendations. Additionally, the Work Group discussed the use of "diversity" and the concerns of not being specific. A small group formed to review the recommendation and discuss the use of "teachers of color" and "diversity".

**Public Comment**

There was no public comments

**Meeting adjourned at 5:30 p.m.**

**Redding Consortium for Educational Equity: Educators Work Group  
October 6, 2020  
Virtual Zoom Meeting  
Meeting Minutes**

**Work Group Members Attending**

Michael Smith  
Noelle Picara  
Stephanie Ingram  
Danya Woods  
Susan Bunting  
Jim Simmons  
Shelly Rouser  
Karlin Larkin  
Maureen McGurk  
Raye Avery Jones  
Margie Lopez-Waite

**Members of the Public**

Kelly Sherretz  
Fran O'Malley  
Abigail Armstrong