



Settlement Sub- Committee Redding Consortium

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DELAWARE STATE EDUCATION ASSOCIATION

Who is DSEA?

DSEA represents the over 12,000 classroom teachers, specialists, and education support professionals working in Delaware public schools. These individuals are dedicated to providing the best educational opportunities to the 130,000 Delaware students. DSEA members provide a wide range of services to the students and the communities they live in.

DSEA on Funding

- ▶ Race to the Top DSEA Whitepaper
 - ▶ Submitted to policy and decision makers after submission of application
 - ▶ Indicated that the application misses the mark when it came to meeting student needs, especially disadvantaged students
- ▶ Fought efforts during the Markell administration to end categorial funding for reading, math, academic excellence and National Board Certification
- ▶ Supported K-3 basic special education funding since the beginning- contributed significant PAC money to get the program off the ground
- ▶ Supported and advocated for systemic changes to Opportunity Funding
- ▶ Advocate for House Bill 100

DSEA on Education Funding Settlement

- ▶ Reassessment
- ▶ Opportunity Funding
- ▶ Mental Health Funding
- ▶ Funding Assessment

DSEA on Redding Consortium Workgroup Recommendations: Educator Workgroup

- ▶ Educator Mobility
 - ▶ Not a myth
 - ▶ Study of Wilmington Schools 2017
 - ▶ Many new to Wilmington schools, though not new teaching

School	Total Teachers	1 st Year		<5 years		<10 years	
		#	%	#	%	#	%
Bancroft	36	6	16.7	17	47.2	23	63.9
Stubbs	27	6	22.2	11	40.7	25	92.6
Bayard	36	6	16.7	12	33.3	16	44.4
Pulaski	34	6	17.6	17	50.0	21	61.8
Palmer	28	3	10.7	11	39.3	19	67.9

DSEA on Redding Consortium Workgroup Recommendations: Educator Workgroup

- ▶ Study of Movement
 - ▶ Falls into roughly three categories
 - ▶ Lack of student supports
 - ▶ School Leadership
 - ▶ Accountability, Compensation and Building Maintenance.

Study of Movement: Lack of Student Supports

Community Schools

The Community Schools Model advanced by NEA includes six pillars of practice

- ▶ Strong and proven culturally relevant curriculum
- ▶ High-quality Teaching and Learning
- ▶ Inclusive Leadership
- ▶ Positive Behavior Practices, Including Restorative Justice
- ▶ Family and Community Partnerships
- ▶ Coordinated and Integrated Wraparound Supports (community support services)

Study of Movement: Lack of Student Supports

House Bill 100 equalizes funding across all Delaware elementary schools for mental health positions.

- ▶ Provides dedicated and sustained funding to districts to address the mental health needs of their students
- ▶ Provides flexibility within proven positions
- ▶ Creates work rules for these positions that align their practices with national standard and best practice to allow them to maximize time with students and families
- ▶ Directs the DDOE to create a strategic plan to reasonably expand into middle, high school

Study of Movement: School Leadership

Consistency and Quality – Top concerns of educators

- ▶ Recruitment and retention not limited to teaching and support staff
- ▶ Leadership that values shared decision making
- ▶ Leadership that culturally and situationally responsive

Study of Movement: Accountability, Compensation, and Building Maintenance

- ▶ Name and shame policy under Race to the Top and No Child Left Behind
- ▶ Coupled with inadequate support from state or administration when identified as a failing school
- ▶ Lower pay than surrounding districts (bargained local share), more out of pocket classroom expenses, high student loan debt
- ▶ Buildings are older at times unwelcoming