



# Redding Consortium for Educational Equity School Board Presentation

**State Senator Elizabeth “Tizzy” Lockman**, Senate District 3, Redding Consortium Co-Chair

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# A Vision for Strong Public Schools



Every child deserves access to **great schools** providing **a high-quality education**, no matter where they live or what their background.

Changing school district boundaries won't solve everything, but it's a **crucial first step toward a coherent system**.

This is part of a **bigger plan** to improve schools by enabling stronger, less fragmented communities of support.

# Redding Consortium: Mission

The Redding Consortium was created legislatively in 2019 to recommend policies and practices to the Governor and Delaware General Assembly that will improve educational equity for students.

Our goal is to improve academic and learning outcomes for all students in Pre-K through 12th grade in the city of Wilmington and northern New Castle County.

The Consortium is mandated by the state to develop a redistricting plan (Senate Bill 148; House Bills 222 & 229).

**We are working to expand opportunities so that every student has access to a world-class education.**





# Overview of the Redistricting Mandate

Per **Senate Bill 148 and House Bill 222 (updates in HB 229)**, the Redding Consortium for Educational Equity is mandated to address redistricting in Wilmington and northern New Castle County.

*“The Consortium shall develop a proposal for redistricting in the city of Wilmington and northern New Castle County that will include provisions stipulated in concurrent legislation formulated specifically for that purpose with designated responsibilities and timelines for action at all levels.” - **Senate Bill 148***

# Redding Consortium - 13 Stipulations for Redistricting

## **Operational Impacts Subcommittee will address:**

1. The orderly and minimally disruptive reassignment of students affected by the boundary change and the reassignment of governance responsibilities.
2. The plan must permit students to continue their attendance at the school they attended prior to the boundary change with tuition payments made by the sending district as provided in [Chapter 6](#) [tuition charges] of this title until such time as the pupils complete the grade levels offered in that school.
3. Student transportation.
4. A timetable for implementing each element of the redistricting plan and the designated responsibility for carrying out responsibilities until the date of full implementation.

## 13 Stipulations for Redistricting - continued.

### **Fiscal Impacts Subcommittee will address:**

1. Resources that will be required, from state, district, and local sources, to support the redistricting transition and provide for the effective ongoing education of all affected students, and for the support of schools with high concentrations of low-income students and English learners.
2. Distribution of capital assets and financial obligations or a process for such distribution.
3. A stipulation that the funding statewide and locally will facilitate effective implementation of the proposed comprehensive plan in a manner that will improve the educational outcomes for all of the students impacted by that plan.

## 13 Stipulations for Redistricting - continued.

### **Community Engagement Subcommittee will address:**

1. Implications for educators, administrators, and other personnel that may lead to equitable adjustments to local collective bargaining agreements.
2. Engagement of educators, staff, parents, district personnel, and community members throughout the transition.
3. An assessment of the educational needs of city of Wilmington students and the resources required to meet those needs.
4. Directives for improving secondary education options for city of Wilmington students, such as the provision of additional secondary schools.
5. A process for the ongoing monitoring and evaluation of the educational impacts and outcomes of implementation, which will include an annual report by the Consortium to the Governor, the General Assembly, the Secretary of Education, and the State Board of Education.

# Approved Interim Plan

The interim plan was **approved by the Consortium on May 9, 2024** and affirmed by the General Assembly

Key areas of the plan include:

- **No more than two school districts** should serve city of Wilmington students, focusing on removing the Christina School District from serving the city.
- **18-Month Timeline (May 2024 - December 2025)** - \*planning timeline adjusted at the 11/6 full body meeting
- **Three Initial Subcommittees** - addressing the 13 stipulations for the final Redding plan.
- **Landscape Analysis completed by AIR in October** - examines the factors outside of school that impact students' educational outcomes.
- **Discretionary Recommendations Subcommittee:** Addressing Further Recommendations for Action

## Redistricting Update - Community Engagement in 2025

- Hosted **3 “Strong Schools” Town Halls** in May 2025
- Convened **3 subcommittee retreats** in March, June, and October 2025
- Hosted **3 full body meetings** in May, July, and November 2025
- Hosted a **community co-interpretation** event with AIR in September 2025
- Hosted **2 community town halls** in November 2025

# Three Redistricting Models for Consideration

- Northern New Castle County Consolidated School District
- Metropolitan Wilmington School District
- Brandywine and Red Clay School District

# Three Redistricting Models for Consideration

## **Northern New Castle County Consolidated District:**

Consolidates the districts serving northern New Castle County comprising the city of Wilmington, the city of Newark, and all suburbs north and west of the city of Wilmington (not including the Appoquinimink School District unless otherwise proposed). This option consolidates all four districts serving Wilmington: Red Clay, Christina, Brandywine, and Colonial into one district.

# Three Redistricting Models for Consideration

**Metropolitan Wilmington District:** Consolidates the districts that would serve students within the geographical boundaries of the city of Wilmington and the Brandywine and Red Clay School Districts. This option would consolidate Brandywine, Red Clay, and the city of Wilmington into one district.

# Three Redistricting Models for Consideration

**Brandywine and Red Clay School District:** The Brandywine and Red Clay School Districts divide responsibility for the education of all students within the geographical boundaries of the city of Wilmington.

# School District Consolidation: Potential Opportunities

## Expanded Access to More Schools = More Choices for Families

- School district consolidation would include transportation throughout any newly created district, which would give students and families more choices about which schools best serve them.
- Consolidation could help to expand educational opportunities for families to choose into schools with specialized programs

# School District Consolidation: Fiscal Impact Analysis



- **Leveling Up of Salaries:** All educator and staff salaries would be raised to the highest current district rate across all of the districts
- **Potential Cost Savings:** Elimination of duplicate positions over time
- **Net Effect:** More dollars to front-line educators and less to administrative overhead cost over time
- **Fiscal Impact:** the state budget would absorb additional costs and not the individual districts

# **School District Consolidation: Projected Cost Estimates**

**Fiscal Impact Analysis Conducted by American Institutes for Research (AIR) before the 12/16 Redding Consortium full body meeting:**

- Salary leveling and administrative savings (cost efficiencies)
- Potential costs for transportation and IT integration under any new district
- Outstanding building maintenance needs

# School District Consolidation: Potential Challenges to Address

- **Transportation:** More efficient but potentially more complex and expensive
- **Governance:** Will larger districts reduce parental voice and responsiveness?
- **Popular Programs:** Increased demand on popular school programs
- **Capacity:** Can successful programs be expanded to serve more students

## School District Consolidation: Impact on Students with Disabilities

- **Opportunities in a Larger District:** a wider and more diverse pool of service providers could provide students with disabilities a wider group of people and programs that might be a better fit for those students and their families
- **Challenges in a Larger District:** can be harder to navigate when parents have concerns they want to elevate with how their students are being served
- If the Consortium votes to recommend a larger district, the Consortium must work to ensure that there are sub-structures & procedures in place to protect students with disabilities are effective for those students and their families

# **Further Recommendations for Action**

The Discretionary Recommendations Committee focuses on **programmatic options outside of changing the district boundary lines** that can help improve student outcomes. The Redding Consortium has indicated that some discretionary recommendations will likely be part of its recommended plan, and the goal of this committee was to screen and refine options for the full Redding Consortium to consider as part of its proposed plan.

**The Committee has hosted several meetings over the past three months to discuss these policy reforms and asked for feedback from the Fiscal and Community Engagement Subcommittees regarding the following subjects:**

- Enhanced wraparound services
- Specialized programs in City of Wilmington schools
- The expansion of early education and pre-K programs
- Recruitment and retention salary premiums for qualified teachers and paraprofessionals working in high-needs schools
- An examination by the newly created district of potential charter and/or choice reforms
- Supports for 9-12th grade students residing in the city of Wilmington

# Questions and Discussion with the School Board



# Questions and Discussion with the Community



# Public Comment

# **Redding Consortium Co-Chairs Response and Clarification Period**

## ***Redding Consortium - Community Feedback Form:***



**Questions? Contact:**

**[solutionsfordelawareschools@gmail.com](mailto:solutionsfordelawareschools@gmail.com)**

# Appendix

# Redding Consortium: State-Funded Initiatives & Programs

- Outside School Time Services and In-School Health Services
- State-Contracted Full-Day Pre-K Program - *Redding Model Adopted Statewide*
- Redding Consortium Schools Scholarship for Teachers and School Staff
- Boost Program (Middle School/High School Graduation Coaches)
- Whole School Professional Development (Pilot Program)
- Supervision of Developmental Screening Rules at Early Learning Facilities
- Infant/Toddler Home Visitation Programs
- Racial Equity Data Dashboard
- Support for Redistricting Planning
- UD/DSU Staff Support for the Redding Consortium

# Redding Consortium - State-Funded Programming

- **Outside School Time & Student Health Centers:** \$27,565,992
- **State-Contracted Full Day Pre-K:** \$14,800,059
- **Teacher/Staff Scholarships:** \$2,116,557
- **Boost Program (Middle School/High School Graduation Coaches):** \$1,920,000
- **Professional Development for Teachers (Pilot Program):** \$1,639,120
- **UD/DSU Staff Support:** \$1,200,000
- **Data Dashboard Development:** \$675,291
- **Support for Redistricting Planning:** \$543,441
- **Infant/Toddler Home Visitation Programs:** \$500,000
- **Supervision of Developmental Screening Rules at Early Learning Facilities:**  
\$371,000
- **High School Teacher Academy Marketing Set-Aside:** \$100,000

**TOTAL:** \$51,431,460