



# WILMINGTON LEARNING COLLABORATIVE

**Developing a collaborative approach to educational success  
in the City of Wilmington**

*Updated: January 4, 2022*

# Current Challenges

To improve student outcomes in City of Wilmington schools, we need to address the current challenges and develop a student-focused solution.

- **Fragmented governance**

Governance is fragmented across four districts (five including NCCVT) and several charter schools.

- **Low achievement rates, high absenteeism**

Student achievement rates are low and chronic absenteeism is high. The pandemic has exacerbated inequities and gaps, and a new approach to supporting schools is needed.

- **Movement between schools and LEAs**

Moving mid-year could mean changing districts, leading to learning disruptions for students.

- **Recruitment & retention**

Recruitment and retention of educators and leaders is a challenge.

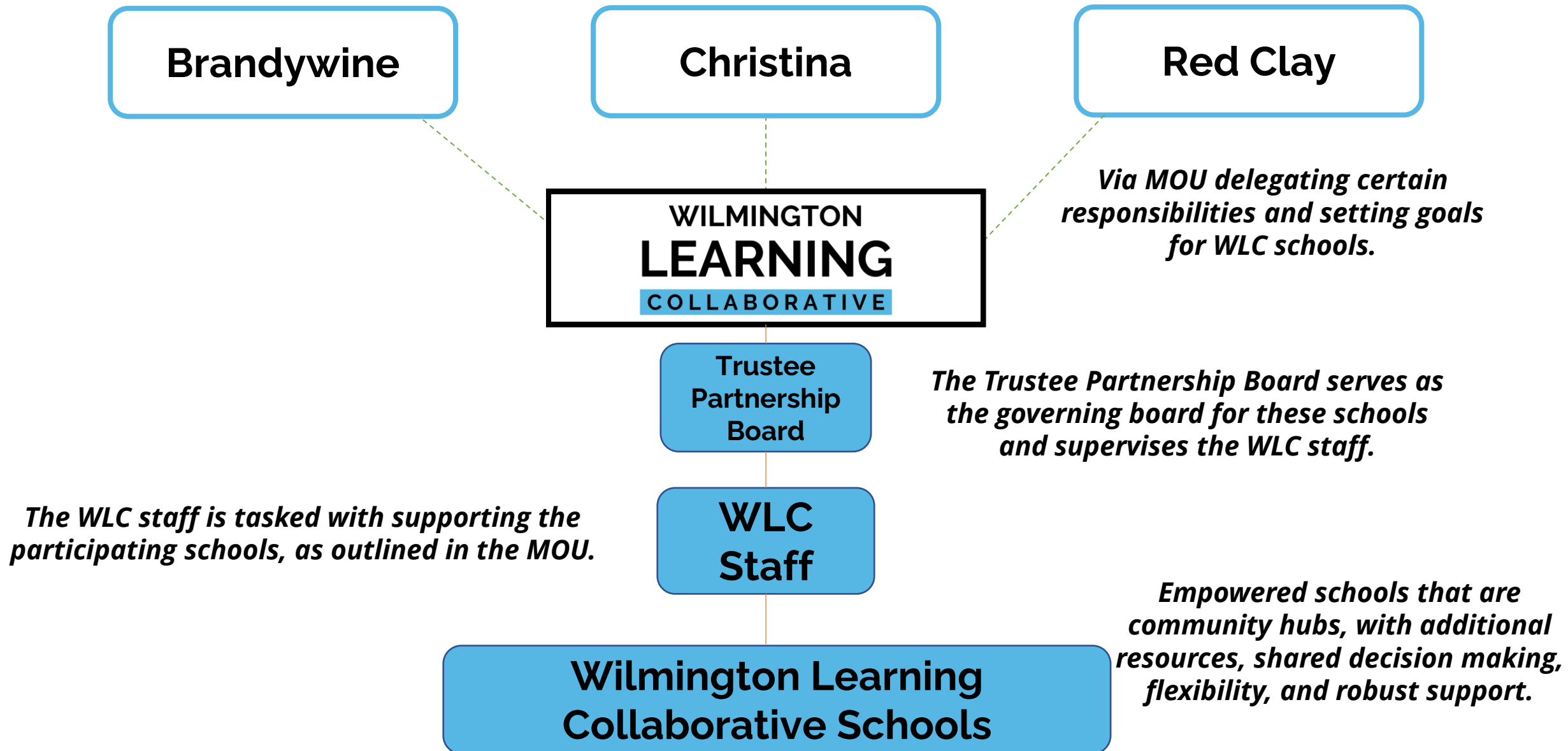
- **Facilities**

The current state of the school buildings makes redistricting a challenge.

# Teacher Retention Data – *Three-year percentage*

School	Same School Retention Rate
Bayard	30.4%
Bancroft	35.5%
Warner	38.5%
Highlands	42.9%
Shortlidge	46.7%
Harlan	55.6%
Lewis Dual Language	56.3%
<b>State of Delaware Average</b>	<b>66.4%</b>

# Wilmington Learning Collaborative: Structure



# What Could a Collaborative Look Like?

## Who Participates

- This initiative is open to elementary and middle schools in Wilmington.
- Participation is voluntary; this is a coalition of the willing to better support these schools.

## Flexibility

- Funding flexibility to meet student/community needs.
- Operational/scheduling flexibility and option for before care and enrichment opportunities.

## Targeted Support

- Small staff to operate the Collaborative and solely focus on supporting these schools.
- Community-based governing board only focused on these schools.

## Collaboration

- Cross-district collaboration to minimize impact of transfers.
- Joint professional learning and a shared, high-quality, culturally relevant curriculum.

## Empowerment

- Empower educators/leaders with shared decision-making.
- Community Councils at each school to help make these schools true community hubs.

## Remain in District

- Schools remain in their regular school district.
- Rely on the district for certain services (enrollment, payroll, transportation, etc.)

# Engagement So Far

- Redding Consortium
- Superintendents
- Local Union Leaders
- UD/DSU Education Deans
- City Legislators
- Wilmington Center for Education Equity and Public Policy
- Mayors Office
- MWUL
- Delaware PTA
- NAACP of Delaware
- Coalition of 100 Black Women
- School Boards Association
- Early Childhood Leaders
- Parent Leaders
- United Way
- Connecting Generations
- Brandywine, Christina, and Red Clay School Boards
- Faith Leaders
- Current / Former City Principals
- Current/Former Students
- Pan-Hellenic Council
- Red Clay, Brandywine, and Christina City Educators
- City Council
- City Charter Leaders
- LACC
- DSEA Exec Board
- Community Leaders
- Public Meetings at Pulaski, Warner, Harlan, Bancroft
- School Visits
- DE Pacem in Terris
- First State Educate
- State Board Members
- Wilmington COVID Leaders

# We Hear You: **Additional State Funds**



## **Fund Redding Consortium Recommendations (\$7m)**

- Increased full-day pre-k seats.
- Whole school professional learning.
- Wraparound services and after-school enrichment.



## **WLC-Specific Investments (\$7m)**

- Additional staff and paras.
- Wraparound services, before/after care, extended day programs.
- Retention and recruitment efforts.
- WLC staff and shared curricula.
- Additional early childhood supports.

*Funding usage will be determined by each school with support from the Trustee Board and Collaborative team.*

# We Hear You: Adjusted Timeline

## Winter – Spring 2022 – CREATION

- Establish Wilmington Learning Collaborative with School Board votes
- Collaborative Trustee Partnership Board created; small team is hired

## September 2022 - 2022/23 – PLANNING YEAR / ADDED HELP

- First year will focus on collaborative planning with educators, stakeholders  
**EXAMPLES COULD INCLUDE:**
  - *Establish educator leader teams, collect ideas*
  - *Additional funding for supports like more paras, enrichment opportunities*

## September 2023 - 2023/24 – BEGIN IMPLEMENTATION

- Begin implementation in second school year  
**EXAMPLES COULD INCLUDE:**
  - *Unified professional learning*
  - *Teacher stipends*



# We Hear You: **High Schools**

- **WLC:** Support **bridge programs** and **high school placement** for city students
- **Commitment** to convene conversations and develop **long-term strategy** around **high schools**

# Ask

- School Boards **vote to begin discussing this partnership** and begin MOU crafting.
- This **doesn't commit the Board** to anything other than formally exploring this collaboration.