

WILMINGTON LEARNING

COLLABORATIVE

Wilmington schools. Wilmington voices.

**JANUARY 26, 2023
6:00 PM - 7:30 PM**

Attendees: Lincoln Hohler, Superintendent Brandywine; Dan Shelton, Ed.D, Superintendent Christina; Dorrell Green, Superintendent Red Clay; Reverend Shanika Perry, Brandywine Board Member; Alethea Smith-Tucker, Christina Board Member; Adriana Bohm, Ph.D, Red Clay Board Member; Starr Wilson, Brandywine Parent; Shanette Graham, Christina Parent; Jennie Yeow, Red Clay Parent; Janis McElrath, Former Educator; Donald Patton, Mayoral Appointee

TOPIC	TIME	NOTES
	6:00	<ul style="list-style-type: none"> ● Cora Scott called for a motion to begin the meeting ● Donald Patton motioned that the Council begins the meeting and was seconded by Dorrell Green <ul style="list-style-type: none"> ○ Motion approved
Welcome/Housekeeping	6:00 - 6:05	<ul style="list-style-type: none"> ● Rev. Shanika Perry gave Wilmington Learning Collaborative (WLC) overview <ul style="list-style-type: none"> ○ Voluntary collaborative across multiple school districts: Brandywine, Red Clay and Christina. WLC's goal is to improve outcomes for students by empowering educators, school leaders and respective communities. WLC seeks to create a framework for community engagement; impact to improve student achievement and wellness; improve educator retention rates and reduce impact of student mobility and trauma in our area. ● January 13, 2023 Meeting minutes ● Alethea Smith-Tucker motioned to approve the January 13, 2023 meeting minutes and was seconded by Lincoln Hohler <ul style="list-style-type: none"> ○ Motion approved
Board Chair and Student Representatives	6:05 - 6:23	<ul style="list-style-type: none"> ● Cora Scott announced that Governor Carney has appointed Rev. Shanika Perry as the Chair for the Council. Cora called for an approval motion. ● Dorrell Green motioned to approve Governor John Carney's nominee for the WLC Council - Rev. Shanika Perry and was seconded by Janie McElrath. <ul style="list-style-type: none"> ○ Motion approved ○ Rev. Shanika Perry acknowledges the appointment and expresses gratitude to the Governor and Council.

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- Student Representatives from respective school districts
 - A point raised by Dan Shelton on how to present since no discussion on grade levels had occurred prior to this meeting. Dr. Shelton referred to the MOU and its contents on the selection of the student by the Council after names from respective districts were provided. Keep in mind the Bylaws are still in DRAFT form.
 - Recommended by Donald Patton that grade levels (10, 11 & 12) be decided alphabetically by District. Jennie Yeow suggested that the student representatives cycle should be opposite of the parent cycle. For example: Red Clay parent representative cycles out first so then Red Clay would have a 10th grade student representative.
 - Lincoln Hohler referred to a comment from a previous Council meeting regarding Brandywine only having one school in the Collaborative. Concern that there may be issues getting student representatives from all three grade levels. Later in discussion Mr. Hohler confirmed that his district does in fact have a student representative for 12th grade which makes them have 11th and 12th grade student representatives.
 - Dorrell Green stated that Brandywine has a 10th and 11th grade student representative to put forth at this time.
 - Dan Shelton looked for clarification from Paul Dunford that Christina had a 12th grade student representative to put forth. Dr. Shelton has no issue with Christina taking the 12th grade student representation.
 - Dr. Adriana Bohm mentioned the MOU timeline has been slower than anticipated which may be causing a 12th grader to be a student representative for approximately 4 months.
 - Alethea Smith-Tucker acknowledges how far off the MOU timeline the Council is at this time; however, her hope is that any senior selected will have an enriching experience even if it is for only 4 months. Ms. Smith-Tucker reiterated the discussion of rotation cycles for student representatives. Posed an option to table discussion surrounding student representatives to a possible workshop. Donald Patton wanted clarification on tabling discussion to send to a Committee since Christina was at the time only district with a senior.
 - Donald Patton reiterated the discussion surrounding the 12th grader. Whoever has the 12th grader will only have a short timeframe then receive the 10th grade student representative for 3 year term. The four months is what needs to be digested. Asking to resolve the four month issue rather than keep pushing out farther.

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		<ul style="list-style-type: none"> ○ Dorrell Green stated there is value in seeking a senior and focus on the development of the rotation for the remainder of student representatives. ○ Dr. Dan Shelton takes the lead from Ms. Smith-Tucker that a small committee reviews the entire list of student representatives to find the best three (10th, 11th & 12th) from the list. ○ Dorrell Green made a two fold motion to accept senior representatives for the WLC Council ● Alethea Smith-Tucker made a motion to decide to select a senior representative for the WLC Council and was seconded by Donald Patton. <ul style="list-style-type: none"> ○ Motion approved ● Dorrell Green motioned to delegate the task to work on the rotation of senior student representation to the WLC Liaisons and was seconded by Donald Patton. <ul style="list-style-type: none"> ○ Motion approved ● Rev. Shanika Perry instructed the WLC Liaisons to meet next week so that a vote can be taken surrounding this topic.
Public comment	6:23 - 6:26	<ul style="list-style-type: none"> ● Rev. Shanika Perry stated that this is your time to speak on the WLC and ask that all comments, inquiries or issues be towards the WLC and not individuals in addition to all speakers be respectful in tone and considerate of the time that you speak. ● https://forms.gle/fj3MS2HNA9Wec9Mw5 <ul style="list-style-type: none"> ○ Jwana Adebiji - community relations officer for U.S. Citizenship and Immigration Services who works out of the Philadelphia field office. Offered her assistance with immigration related issues or concerns [in person] ○ BVF Business Solutions - no show [virtually]
Project Management Support	6:26 - 6:34	<ul style="list-style-type: none"> ● Chair Subcommittee: Rev. Shanika Perry ● DRAFT document was posted to the public site. ● Rev. Shanika Perry stated that on Monday a working group met and unanimously agreed that this position was vital to the day-to-day work until the Executive Director is hired. ● Scope of work provided is in the initial DRAFT and the committee welcomes feedback ● Dr. Dan Shelton gives accolades to the working group for comprehensive work on the DRAFT document. He questioned whether the subject of the needs assessment came up during the discussion. His worry is that an RFP will be needed. ● Donald Patton stated that it was broadened and Rev. Shanika Perry pointed that the needs

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		<p>assessment is listed under section three (3) 5th bullet from the bottom.</p> <ul style="list-style-type: none"> ● Jennie Yeow wants to know the process and Dorrell Green stated that there are two (2) agencies with expressed interest which lead to a discussion within the committee. Should the agencies create a presentation for the full Council or will an RFP be needed? ● Dorrell Green spoke about the two entities that were discussed in the working group meeting (Delaware State University and Empower) in addition Mr. Green added The New Teacher Project (TNTP). A third party objective and unbiased to help guide the Council will be beneficial. ● Alethea Smith-Tucker motioned to continue to the second phase of the project management selection process to include interviews of the three (3) organizations and was seconded by Dr. Adriana Bohm <ul style="list-style-type: none"> ○ Motion approved ● Dr. Dan Shelton pointed out that the Council should vet the procurement process prior to proceeding forward to avoid any violations. Dr. Shelton added an amendment to the Alethea Smith-Tucker’s motion to add vetting the procurement process and was seconded by Jennie Yeow. <ul style="list-style-type: none"> ○ Amended motion approved
Establishment of By-laws	6:34 - 6:51	<ul style="list-style-type: none"> ● Chair Subcommittee: Dr. Dan Shelton ● DRAFT Bylaws were posted in the public site ● Dr. Dan Shelton mentioned that prior to the working group’s Monday meeting he reached out to Advancing Nonprofit Impact in Delaware (DANA) and Matthew Lintner, Deputy Legal Counsel - Office of the Governor. Mr. Lintner sent an email with other names of counsel to review Bylaws, procurement, etc. Securing counsel at some point will be needed. ● Bylaws were drafted utilizing a Delaware non-profit Bylaw that DANA had posted on their website as well as other various Bylaws that were submitted. Key phrases from these examples plus direct wording from the MOU and the certificate of incorporation were added to create the DRAFT Bylaws. Understand that the information within the Bylaws remains generic. ● Dr. Dan Shelton mentioned that it is not essential that Bylaws are passed immediately and that Council work can continue even if it takes several meetings to finalize. Dr. Shelton highlighted a couple specific areas the Council needs to make comment/discuss: (1) Section 2.01 - rotation of Council members, (2) Removal of Council - is it an appropriate section, (3)

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		Motion approved
Executive Director Job Description	6:51 - 7:11	<ul style="list-style-type: none"> ● Chair Subcommittee: Alethea Smith-Tucker ● DRAFT job description was posted to the public site. ● Minor changes were made: (1) removal of redundancies and (2) cleaned up language (streamlined and grammatical errors) <ul style="list-style-type: none"> ○ No changes were made in the WLC section or the responsibility section ● SMART change leadership and school planning section under bullet point one was cleaned up and the group focused mainly on the qualifications: (1) Five years minimum within a district state corporate or non-profit organization, (2) record of experience in organizational change, (3) proven change in an urban setting, (4) technically astute, (5) preferred former education, (6) project management experience, and (7) preferred educational background ● Salary \$125,000 - open comparable to superintendent - open to negotiation with candidate to include salary and benefits. ● Jennie Yeow reiterated the need to know fiscal agent before moving forward with position description ● Donald Patton expressed his concerns surrounding the \$125,000 salary. May prevent WLC from getting quality candidates. Mr. Patton stated that the bottom salary needs to be raised but wasn't able to offer an alternative bottom salary to the Council. Greater discussion is needed. ● Alethea Smith-Tucker requested the WLC Liaisons provide research on the competitive and appropriate salary range for the WLC Executive Director ● Dr. Adriana Bohm wants to see it specifically written within the job description "proven track record" so that the Council can review in the areas that the Council is requiring expertise. Demonstrable areas create a different interview process. Dr. Bohm referred to a previous document option but agreed with the current DRAFT language presented. ● Starr Wilson clarified that under job qualifications there is a bullet "evidence of success" reiterating experience vs. competency. ● Donald Patton suggested that "commensurate with experience" included. Dr. Dan Shelton stated that phrase is already listed in the DRAFT job description. ● Lincoln Hohler expressed concern that the candidate needs to have a salary higher than a principal (across the three districts). Risk the salary too low and you don't get interest. Mr.

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		<p>Hohler feels that the timing of the job posting is important.</p> <ul style="list-style-type: none"> ● Dorrell Green commented that a Senior Director salary schedule may be more in line with which Donald Patton added that an option could be to average the salary from the three districts. Mr. Green recommends looking internally within the respective districts to get a salary range. ● Starr Wilson reiterated that \$125,000 was a starting point salary and agrees compensation needs to be higher. ● Alethea Smith-Tucker wants the Council to come up with a number and Dr. Adrianna Bohm liked Dorrell Green’s suggestion of internal district range to establish real numbers. ● Alethea Smith-Tucker motioned to codify job description with the compensated average range from the three school districts and was seconded by Donald Patton. <ul style="list-style-type: none"> ○ Motion approved
Adjournment	7:11 - 7:17	<ul style="list-style-type: none"> ● Dr. Adriana Bohm recommended that DDOE present at the next WLC meeting on the MOU and funding. ● Dr. Dan Shelton announced that the principal at The Bayard School has selected a new position and Christina School District will be posting the The Bayard School and The Bancroft School positions. Intention was to wait until the WLC was more established and the Executive Director was hired. Governor’s recommended budget was published today and the WLC was allocated 10 million in addition to an increase in Early Childhood Assistance Program (ECAP) funding. Dr. Shelton also announced that the Christina School District (CSD) will receive one million to extend the teacher contracts for Wilmington City schools allowing enough time for the WLC to be established without CSD losing their teachers. ● Rev. Shanika Perry thanked the Governor for prioritizing the young people and following his words of commitment. In addition, thank you to Dr. Mark Holodick, Secretary of Education, for joining the meeting this evening. Thank you Dr. Cora Scott, Deputy Secretary of Education, for your support this evening as well as a thank you to Mr. Jim Simmons, Chief Officer of the Office of Equity and Innovation, for joining us. ● Alethea Smith-Tucker reminded the Council regarding the appointment of the Vice Chair for our next agenda. ● Donald Patton motioned to adjourn and was seconded by Dr. Adriana Bohm. <ul style="list-style-type: none"> ○ Motion approved