



WILMINGTON LEARNING COLLABORATIVE

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

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.

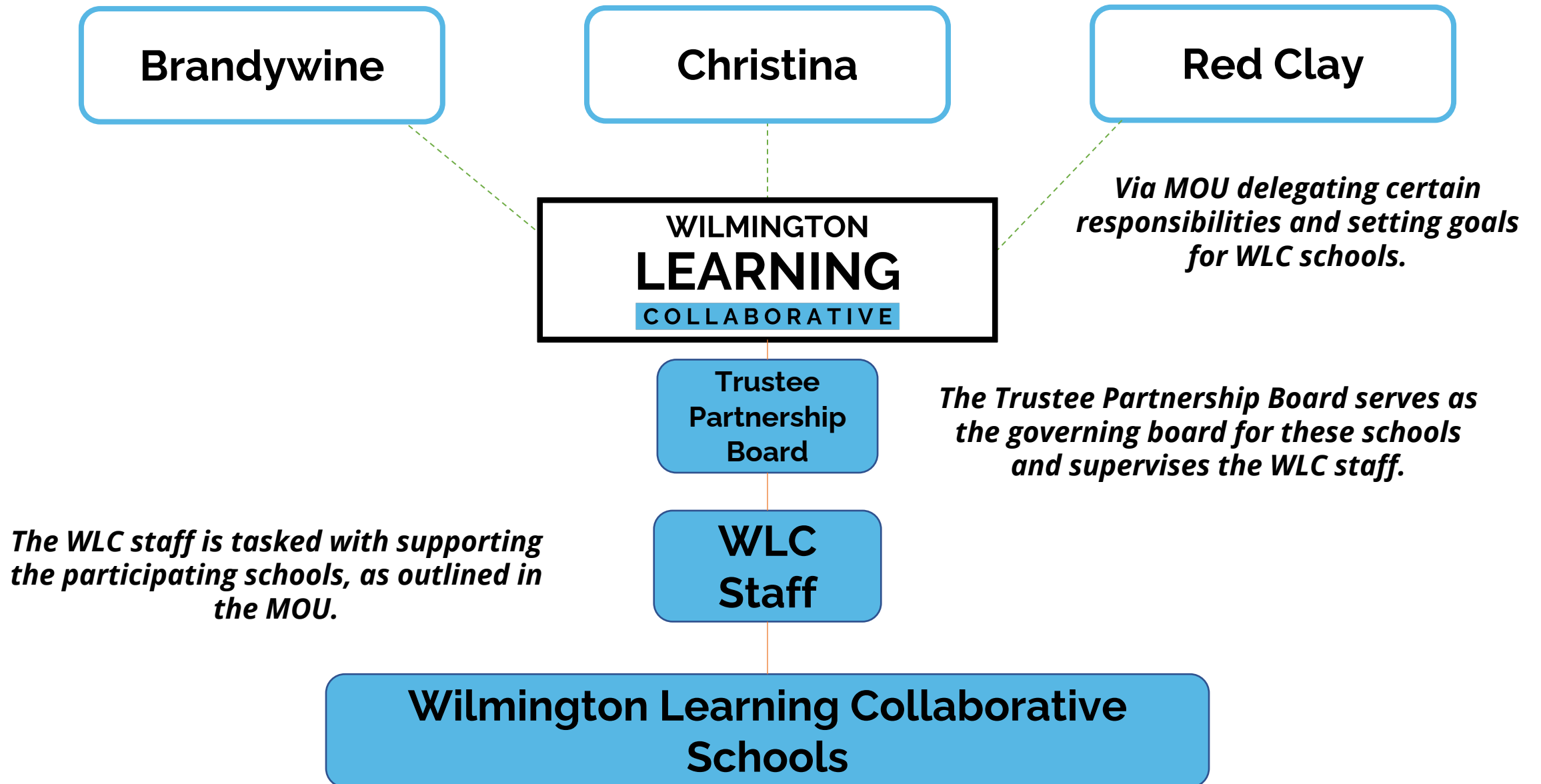
- **Facilities**

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%
State of Delaware Average	66.4%

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.

Targeted Support

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

Empowerment

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

Flexibility

- Funding flexibility to meet student/community needs.
- Operational flexibility to design models (STEM/arts) or schedules (longer day/year).

Collaboration

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

Remain in District

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

Additional State Investments



Pre-K Investments

- Goal to increase full-day pre-k seats in the City



Program Investments

- Extended day and year services
- On-site health services



Operation Costs

- High-quality curricula
- Staffing costs



Teach Wilmington Fund

- Strong focus on retaining our educators
- Innovative recruitment efforts
- High-quality professional learning for educators and school leaders

Path Forward

- November: **Present to school boards and share the framework.**
- December: **Continued board and community engagement.**
- January: **Ask for Board vote to proceed with MOU crafting and negotiation.**
- January-February: **MOUs negotiated.**
- March: **MOUs finalized and second Board vote to approve MOU.**
- April-June: **Continued goal-setting, continued Collaborative design/planning, continued community engagement.**
- July: **Beginning of year one.**

WILMINGTON
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Wilmington schools. Wilmington voices.

COMMUNITY INFO SESSIONS

› **DECEMBER 14 - 6PM**

Pulaski Elementary
1300 Cedar St, Wilmington, DE 19805

› **DECEMBER 16 - 6PM**

Warner Elementary
801 W 18th St, Wilmington, DE 19802

› **DECEMBER 20 - 6PM**

Harlan Elementary
3601 N Jefferson St, Wilmington, DE 19802

› **DECEMBER 21 - 6PM**

The Bancroft School
700 N Lombard St, Wilmington, DE 19801

Share your feedback: de.gov/wlc