

# **FY23 ANNUAL REPORT**

## **July 2023**

**Delaware State Board of Education**

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Dover, DE 19901

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# INTRODUCTION

The Delaware State Board of Education is pleased to present its 2022-23 Annual Report. This report highlights the Board's role in supporting and improving education in Delaware. While much of the Board's monthly meeting time is spent performing its statutory responsibilities such as reviewing and approving rules and regulations, and reviewing applications and modifications for charter schools, the Board also deals with a wide range of policy issues.

The Board's vision and mission statements along with the five priorities are contained within this report. These were developed in October 2019 and reaffirmed at the Board's May 2023 meeting.

## State Board of Education Meetings

The Board's regular monthly meetings are open to the public and are usually scheduled for the third Thursday of the month, beginning at 5:00 p.m. The Board rotates locations of regular meetings among Delaware's three counties and provides an opportunity for members of the public to join virtually. The schedule for State Board of Education meetings can be [found here](#).

## State Board of Education Documents

Minutes and recordings from the State Board of Education's meetings may be accessed through the [Department of Education's website](#). You may also access the State Board's Procedures Manual, membership information, and past reports on the website. Hard copies of these documents may be obtained by contacting the State Board of Education office. Meeting agendas and materials may be accessed on the [State Board of Education's eboard site](#).

## Contact Information

You may contact the Delaware State Board of Education through Mr. Shawn Brittingham, President of the State Board of Education or through Ms. Kathleen Smith, Executive Director of the State Board of Education at (302) 735-4010 or [kathleen.smith@sbe.k12.de.us](mailto:kathleen.smith@sbe.k12.de.us).

The FY23 Annual Report can be found on the State Board of Education's website at <http://bit.ly/SBEDelaware>

## PRESIDENT'S LETTER

As Delaware schools come to a close for the year, all parties involved in the educational system remain positive for the future. Delaware is dedicated to becoming the best of the best with educational opportunities in place for every student. We will not take a step back or stand still, however; we will continue to move forward. Our goal remains the same: supplying a safe, high quality, fair, and equitable education for all students. The challenges in Delaware are real and impact everyone involved in the educational arena. Examples are increases in stress, societal pressures, emotional trauma and teacher recruitment and retention. With all of the challenges facing education, it also creates great opportunities to improve. Change is inevitable, progress is optional; we choose progress.

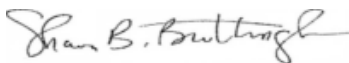
After settling in through the personnel changes to the State Board of Education (SBE) in July 2022, the Board continued to accomplish much. At its June 2023 meeting, the Board recognized former President Whitney Sweeney for her dedicated service from 2018-2022, as well as honoring the tireless work of retiring Board members Audrey Noble and Vince Lofink, both of whom served from 2018-2023. The Board also recognized the service of Student Member Nathan Cho, who graduated in June 2023. The Governor appointed the next student to serve in July 2023. As of this writing, Governor appointments to fill the remaining two vacancies are forthcoming, however, as this new year begins, the Board is ready to continue to provide voice and leadership for Delaware's citizens.

The Delaware State Board of Education is committed to each student, parent, and educator to ensure that all have access to a safe, fair and equitable education. We will work with all constituents involved in education to prepare our students for the 21<sup>st</sup> Century. The goal is to equip our students with confidence and competence for college, career, and civic readiness as they will be our leaders of the future.

This past year the SBE accomplished many things, detailed throughout this report, including: approval of 52 regulations, several charter school authorizations, the continued expansion of communication and public engagement, and further work on equity and early literacy.

In closing, the SBE is committed to improving the education in all Delaware schools as we charge forward. Let us look at what is right in education instead of what is wrong. Please feel free to communicate with the Delaware SBE as we are here to serve. [Delaware.SBE@sbe.k12.de.us](mailto:Delaware.SBE@sbe.k12.de.us)

Thank you,



Shawn B. Brittingham

## FY23 DELAWARE STATE BOARD OF EDUCATION MEMBERSHIP



**Shawn Brittingham**  
President  
Appointed July 2022



**Vincent Lofink**  
Vice President  
Appointed July 2022



**Candice Fifer**  
Member



**Deb Stevens**  
Member



**Audrey Noble**  
Member



**Provey Powell, Jr.**  
Member



**Wali Rushdan II**  
Member



**Megan Szabo**  
Member, Teacher  
Appointed August 2022



**Nathan Cho**  
Member, Student  
Appointed August 2022



**Secretary of Education**  
SBE Executive Secretary

The State Board of Education consists of nine members. Seven voting members who are appointed by the Governor, approved by the Senate. Two non-voting members appointed by the Governor. Background information on each member can be [found here](#).

## BOARD COMPOSITION AND ACTIVITIES (FY23)

**Shawn Brittingham, President, serves at the pleasure of the Governor (appointed July 2022)**

P-20 Council, co-chair

University of Delaware Board of Trustees, member (ex-officio)

Delaware School Boards Association Board of Directors, member (non-voting)

**Vincent Lofink, Vice President, elected July 2022, term expires 2023**

Charter School Accountability Committee, member (non-voting)

**Candice Fifer, term expires 2024**

Teacher of the Year Selection Committee, member

Educational Support Professional of the Year Selection Committee, member

**Audrey J. Noble, (resigned June 30, 2023)**

NASBE Board of Directors, member

NASBE Government Affairs Committee, Chair

NASBE Early Literacy Group

Delaware School Boards Association Legislative Committee, member

Charter School Accountability Committee, member (non-voting)

Delaware Early Literacy Advisory Group, member

**Provey Powell, Jr., term expires 2025**

Vision Coalition of Delaware, member

**Wali W. Rushdan II, term expires 2024**

Equalization Committee, member

Delaware Early Literacy Advisory Group, member

**Deborah Stevens, term expires 2028**

DPAS II Advisory Committee, member

Charter School Accountability Committee, member (non-voting)

SB195 Media Literacy Working Group, member

Student Improvement Component Task Force, member

**Megan Szabo, appointed August 2022, serves at the pleasure of the Governor**

**Nathan Cho, appointed August 2022, serves at the pleasure of the Governor**

## FY23 HIGHLIGHTS

This report outlines the work accomplished by the State Board of Education and key improvements from FY22 to FY23. Highlights include:

- **Approved 52 unique new or amended regulations**, representing an increased focus on policy during this fiscal year. This is a significant increase from 23 regulations in FY22; Regulations included topics such as updates to interscholastic athletics policies, educator licensure and certification requirements, and educator scholarships programs, among others.
- **Approved 4 charter school renewals, and 1 formal review.**
- **Utilized the State Board hearing and appeals process** for four appeals.
- **Continued efforts to increase engagement of the public** via use of virtual meeting platforms, clear opportunities for verbal public comment, opportunities to provide written comment to be considered by the Board, and holding student education forums; added Instagram as the third social media platform in January 2023.
- **Improved communications via:**
  - **Updated State Board webpages** on DDOE website
  - **Social media posting** – including regular posts about upcoming meetings and regulations available for public comment, and other pertinent information.
- **Engaged with two policy fellows from the University of Delaware**
  - Fall 2022: Ms. Browyn Sherman continued research on educator assessments addressing the science of reading, and testing and certification requirements in other states.
  - Spring 2023: Ms. Valeria Coverdale researched a variety of topics, including University of Delaware School of Education enrollment statistics, Sussex County population growth, community engagement strategies, comparison of other state boards' equity statements/strategic plans, and early literacy in multilingual learners.

The Board would like to continue to focus on these areas in FY24:

- Teacher retention and workplace climate
- Expanding communications and engagement with members of the public regarding education issues aligned with the Board's statutory responsibilities.
- Utilizing educational data and research to inform Board decision-making.

## VISION, MISSION, GUIDING PRINCIPLES, AND PRIORITIES OF THE DELAWARE STATE BOARD OF EDUCATION

In October 2019, the State Board of Education approved its strategic plan, including vision, mission, guiding principles, and priorities. The Board reaffirmed these at its May 2023 meeting.

### Vision

All Delaware students are engaged in learning that provides a foundation for success, preparing them to transition into postsecondary education and careers, engage with their communities, and continue to learn throughout their lives.

### Mission

In collaboration with community stakeholders, the Delaware State Board of Education provides voice and leadership for Delaware citizens to ensure that the education system meets the needs of each Delaware student.

### Guiding Principles

- **Equitable Opportunities:** Support high-quality educational opportunities for all students that reduce disproportionate student outcomes by race, ethnicity, socioeconomic conditions, and residence.
- **Student-Focused Education:** Advocate for the development of the whole child, including strong academic, social-emotional, and physical health and safety practices that provide a rigorous, relevant, and relationship-based education.
- **Collaboration and Partnerships:** Engage and collaborate with the community and partners to enrich education policymaking with diverse perspectives that represent Delaware's citizens.
- **Data-informed Decision-making:** Utilize national, state, and local research and data to inform decisions.

### State Board of Education Priority Areas

The State Board of Education has identified five priorities to guide its work over the next three years. The priorities are aligned with its statutory and regulatory responsibilities. The State Board recognizes the importance of collaboration with other agencies and organizations to attain these goals. Priorities are not listed in order of importance.

- **Student Well Being:** Strengthen state policy and practice to foster learning environments that support health, safety, and well-being.
- **Foundational Skills and Knowledge:** Leverage partnerships among early learning, K-12, and higher education to provide students with foundational skills and knowledge that contribute to long term academic success.
- **College and Career Readiness and Success:** Build and strengthen state policy and practice to support students in gaining the knowledge, skills, and experiences necessary to pursue careers and continuing education.
- **Educator Preparation and Development:** Strengthen state policy and practice to recruit, retain, and develop teachers and school leaders to ensure they have the knowledge, skills, and support needed to be successful.
- **Partnerships and Innovation in Student Learning:** Engage stakeholders and members of the public, including students, to inform policy and practice. Promote school structures, systems, and initiatives that are innovative and can adapt to meet the evolving needs of the student population and community.



## DELAWARE STATE BOARD OF EDUCATION: A YEAR IN REVIEW (JULY 2022- JUNE 2023)

One of the primary functions of the State Board includes providing advice to the Secretary of Education on policies, rules, and regulations through the DDOE, the Professional Standards Board (PSB), and the Delaware Interscholastic Athletic Association (DIAA).

### **Goal 1: Student Well Being: Strengthen state policy and practice to foster learning environments that support health, safety, and well-being.**

- Policy actions taken by the State Board related to this priority include:
  - Approval of new policy or amendments to the following DIAA regulations:
    - Regulation 1006 – Delaware Interscholastic Athletic Association (DIAA) (August 2022)
    - Regulation 1008 – DIAA Junior High and Middle School Interscholastic Athletics (August 2022)
    - Regulation 1009 – DIAA High School Interscholastic Athletics (August 2022)
    - Regulation 1024 – DIAA Member Schools (August 2022)
    - Regulation 1034 – DIAA Health and Safety Requirements (August 2022)
    - Regulation 1035 – In-Season Athletic Activities and Contact (August 2022)
    - Regulation 1040 – Out-of-Season and Summer Athletic Activities and Contact (August 2022 and April 2023)
    - Regulation 1042 – Coaches (August 2022)
    - Regulation 1043 – Officials (August 2022 and July 2023)
  - Approval of new policy or amendments to the following DDOE regulation:
    - Regulation 508 – Multi-Tiered System of Support (February 2023)
- Recognized the student winners of the School Bus Safety Poster Contest (October 2022)
- Approved the HB301 Mental Health Programming Rubric in April 2023.

### **Goal 2: Foundational Skills and Knowledge: Leverage partnerships among early learning, K-12, and higher education to provide students with foundational skills and knowledge that contribute to long term academic success.**

- Caitlin Gleason, Associate Secretary, Early Childhood Support, DDOE, shared three priorities supporting early childhood and education, including streamlining the process of child care licensing, elevating the profession, and coordinating resources for families.
- Ms. Kathy Kelly, Ms. Nicole Marshall, and Ms. Renee Parsley, Curriculum, Instruction, and Professional Development workgroup at DDOE, provided updates on the development of the draft Delaware K-12 Mathematics Plan. (October 2022)
- Ms. Paige Morgan and Ms. Kathy Kelly, DDOE provided an update on the Delaware Early Literacy Plan (December 2022)
- In February 2022, the State Board received a \$4,000 NASBE grant to support the Board's Early Literacy work. The goals of the grant are: 1. Review Delaware's early literacy licensure and certification system and make updates to better support the student experience. 2. Explore opportunities to expand scope and impact of professional development to support early literacy.
  - The report "Building A Strong Early Care and Education (ECE) Workforce (Birth-3<sup>rd</sup> Grade) Through Effective State Policies, 2022" was completed in December 2022.
- Ms. Theresa Bennett, DDOE, provided information on 2022 National Assessment of Educational Progress (NAEP) mathematics and reading results. (December 2022)

- Dr. Monica Gant, Associate Secretary, Academic Support, DDOE, provided information about supporting curriculum implementation of HB198 – Black History Education (December 2022)
- One of the primary functions of the State Board includes providing advice to the Secretary of Education on policies, rules, and regulations through the DDOE and the PSB. Policy actions taken by the State Board related to this priority include:
  - Approval of amendments to the following DOE regulations:
    - Regulation 922 – Children with Disabilities Subpart A, Purposes and Definitions (February 2023)
    - Regulation 923 – Children with Disabilities Subpart B, General Duties and Eligibility (February 2023)
    - Regulation 924 – Children with Disabilities Subpart C, Local Educational Agency Eligibility (February 2023)
    - Regulation 926 – Children with Disabilities Subpart E, Procedural Safeguards for Parents and Children (February 2023)

**Goal 3: College and Career Readiness and Success: Build and strengthen state policy and practice to support students in gaining the knowledge, skills, and experiences necessary to pursue careers and continuing education.**

- The Board was pleased to recognize the achievements of students of the Delaware Teacher Academy Program who participated in the Educators Rising National Conference in June 2022, three of whom were national winners and eight who were national finalists. (August 2022)
- In April 2023, the Board recognized the two Delaware students selected for the prestigious National Youth Science Camp.
- One of the primary functions of the State Board includes providing advice to the Secretary of Education on policies, rules, and regulations through the DDOE. Policy actions taken by the State Board related to this priority include:
  - Approval of new policy or amendments to the following DDOE regulations:
    - Regulation 292 – Post Secondary Institutions and Degree Granting Institutions of Higher Education (February 2023)
    - Regulation 506 – Policies for Dual Enrollment and Awarding Dual Credit (February 2023)
    - Regulation 915 – James H. Groves High School (March 2023)

**Goal 4: Educator Preparation and Development: Strengthen state policy and practice to recruit, retain, and develop teachers and school leaders to ensure they have the knowledge, skills, and support needed to be successful.**

- Dr. Cora Scott, Deputy Secretary of Education and Dr. Michael Saylor, Director, Educator Excellence, DDOE, presented information on the educator workforce landscape and short- and long-term strategies.
- In April 2023, Members of the Educator Excellence workgroup at DDOE shared “Understanding Patterns of Educator Mobility and Using Retention as a Strategy for Addressing Educator Shortages and Strengthening Schools in Delaware”

- One of the primary functions of the State Board includes providing advice to the Secretary of Education on policies, rules, and regulations through the DDOE and the PSB. Policy actions taken by the State Board related to this priority include:
  - Approval of amendments to the following PSB regulations:
    - Regulation 1581 – School Reading Specialist (August 2022)
    - Regulation 1519 – Multiple Measures for Demonstrating Content Knowledge (November 2022 and May 2023)
    - Along with Regulation 1519, 21 other regulations were also approved by the Board in order to make them consistent with each other and conform to the provisions of HB315w/HA2, HB441, and regulation 1519.
    - Regulation 1555 – Marketing Education Teacher (November 2022)
    - Regulation 1512 – Issuance and Renewal of Advanced License (February 2023)
    - Regulation 1522 – Elementary School Counselor (February 2023)
    - Regulation 1545 – Secondary School Counselor (February 2023)
    - Regulation 1575 – Teacher of Students with Visual Impairments (February 2023)
    - Regulation 1583 – School Psychologist (February 2023)
    - Regulation 1568 – Elementary Dual Language Immersion Teacher (April 2023)
    - Regulation 1596 – Charter School Leader (May 2023)
  - Approval of repeal of the following PSB regulation:
    - Regulation 1505 – Standard Certificate (February 2023)
  - Approval of amendments to the following DOE regulations:
    - Regulation 106A - Teacher Appraisal Process DPAS II Revised (June 2023)
    - Regulation 107A - Specialist Appraisal Process DPAS II Revised (June 2023)
    - Regulation 108A - Administrator Appraisal Process DPAS II Revised (June 2023)
    - Regulation 286 – Application Fee for Educator Licensure (August 2022)
    - Regulation 1203 – Scholarship Incentive Program (February 2023)
    - Regulation 1204 – High Need Educator Student Loan Repayment Program (February 2023)
    - Regulation 1206 – Speech Language Pathologist Incentive Loan Program (February 2023)
    -
  - Approval of repeal of the following DOE regulations:
    - Regulation 245 – Michael C. Ferguson Achievement Awards (February 2023)
    - Regulation 1201 – Christa McAuliffe Award Program (February 2023)
    - Regulation 1202 – Delaware Teacher Corps Program (February 2023)
    - Regulation 1205 – Ada Leigh Soles Memorial Professional Librarian and Archivist Incentive Program (February 2023)
    - Regulation 1207 – Delaware Nursing Incentive Program (February 2023)
  - Approval of the adoption of the following DOE regulations:
    - Regulation 1219 – B. Bradford Barnes Memorial Scholarship (March 2023)
    - Regulation 1220 – Herman M. Holloway Sr. Memorial Scholarship (March 2023)
    - Regulation 1221 – Charles L. “Chuck” Heber Scholarship (March 2023)
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**Goal 5: Partnerships and Innovation in Student Learning: Promote school structures, systems, and initiatives that are innovative and can adapt to meet the evolving needs of the student population and community.**

- Resuming in September 2021, the Board continued the rotation of its regular monthly meetings throughout the state. Board meetings were held in: Smyrna School District, Milford School District,

Brandywine School District, and the Cape Henlopen District. Hosts were invited to provide a presentation regarding innovative work underway in the district. The following were provided:

- **Smyrna School District:** Superintendent Susan Brown provided information on Smyrna School Districts priorities and initiatives to provide quality education and focus on the whole child.
  - **Milford School District:** Dr. Bobbie Kilgore, Principal of Benjamin Banneker Elementary, Ashley Lockwood, 2023 Delaware State Teacher of the Year, Rosa DiPiazza, 2022 Behavioral Health Professional of the Year, and Cynthia McKenzie, 2022 Delaware National Distinguished Principal presented information on Lulu Ross Elementary School.
  - **Brandywine School District:** Uchechi Amudipe, Marqueia Davis, Regina Deavens, Michelle Kutch, Lisa Prueter, and Adrienne Stansbury of Brandywine School District presented on equity initiatives in their district.
  - **Cape Henlopen School District:** Superintendent Bob Fulton, and Amanda Archambault, Supervisor of Elementary Education provided information on their district's initiatives. They shared information on enrollment, new construction projects, state assessment results, and highlighted the districts growing Spanish immersion program.
- The State Board of Education partners with the Secretary of Education on actions related to charter schools. The Board invited DDOE's Charter School Office to participate in regular conversations during meetings, including discussion regarding school operations, enrollment updates, and updates regarding conditions previously placed on Great Oaks Charter School's major modification. A Board member serves on the Charter School Accountability Committee in an ex-officio capacity. Throughout the year, the following actions were taken:
  - Renewal of Academia Antonia Alonso: The Board concurred with the recommendation of the Secretary and voted to renew the charter for Academia Antonia Alonso for five years. (December 2022)
  - Renewal of Early College School: The Board concurred with the recommendation of the Secretary and voted to renew the charter for Early College School for five years with conditions. (December 2022)
  - Renewal of First State Montessori School: The Board concurred with the recommendation of the Secretary and voted to renew the charter for First State Montessori for five years. (December 2022)
  - Renewal of Thomas Edison Charter School: The Board concurred with the recommendation of the Secretary and voted to renew the charter for Thomas Edison Charter School for five years. (December 2022)
  - Formal Review of Great Oaks Charter School: The Board concurred with the Secretary's recommendation for Great Oaks Charter School with twenty-two conditions. (December 2022)
- One of the primary functions of the State Board includes providing advice to the Secretary of Education on policies, rules, and regulations through the DDOE. Policy actions taken by the State Board related to this priority include:
  - Regulation 275 – Charter Schools (June 2023)
- The Board invited experts to provide information and engage in discussions on the following items related to this strategic priority. The Board was pleased to recognize:
  - Ms. Ashley Lockwood, Delaware State Teacher of the Year, was recognized for her accomplishments and dedication to students. Ms. Lockwood discussed her platform and priorities of research and advocacy for students of color performing below proficiency levels, implementing culturally responsive teaching and awareness, and collaborating with state agencies and education-based organizations. (November 2022).
  - The Board also recognized Rosa DiPiazza, State Behavioral Health Professional of the Year, and Cynthia McKenzie, State Elementary Principal of the Year.

## State Board Operations and External Engagement

- The State Board fulfilled its statutory responsibilities regarding three student appeals (Spring 2023) and one administrator appeal (October 2022)
- A part-time Administrative Assistant was hired August 1, 2022 and worked through March 2023. That vacancy was posted twice and a successful candidate was hired in July 2023.
- The Board added an Instagram page to its social media presence in January 2023.
- Student Member Nathan Cho assisted in facilitating outreach and engagement efforts for high school students, and Deb Stevens participated alongside him. The first was a statewide virtual forum held in January 2023, followed by in-person forums in New Castle and Kent Counties in February. In Sussex County, the forum was held with students at Cape Henlopen High School prior to the Board meeting in March. Students discussed topics of health and well-being, college and career preparation, standardized testing and state assessments, and student voice and empowerment.

## P-20 Council:

The P-20 Council, co-chaired by the President of the State Board of Education and the Secretary of Education, met four times during the 2022-23 school year to receive updates on three main focus-areas and to recommend next steps related to those P-20 Council priorities:

- **Early Childhood Development and School Readiness**
  - Introduced to the new Associate Secretary, Early Childhood Support, Caitlin Gleason and hosted a presentation with department staff regarding Early Care and Education updates. (September 2022)
  - Discussed information on the development of preschool grants and online portals, revisions to the Delaware Stars program, and solutions to streamline the process of opening and monitoring childcare facilities. (November 2022)
  - Discussed the framework for proposed licensed child care qualifications, proposed child care position levels, and school-age center careers with Department staff. (February 2023)
  - Hosted a presentation with department staff regarding the implementation of Early Literacy Legislation and Micro-credentials. (February 2023)
  - Dr. Kimberly Krzanowski, Executive Director of the Early Childhood Innovation Center at DSU, shared information about this partnership between the Governor's Office, DSU, and the DDOE and highlighted the national credential Child Development Associate (CDA). (May 2023)
- **College and Career Readiness and Success**
  - Hosted a discussion with Department of Education staff regarding Delaware's career pathways, lessons learned, and goals for the next 5 years. (November 2021)
  - Hosted a discussion with Department of Education staff regarding Delaware's postsecondary system and next steps related to credit for prior and experiential learning. (November 2021)
  - Facilitated conversation across P-20 Council partners (Delaware Technical Community College, Delaware State University, and the Department of Labor) regarding funding to support post-secondary training. (February 2022)
  - Hosted a discussion regarding the scope and outline of a cross-stakeholder data governance committee. The Council provided feedback and staff planned to present to the Family Services Cabinet Council in June. (April 2022)
  - Hosted a presentation with Department staff and discussed safe and equitable access to secondary education and Credit for Prior Learning. (September 2022)
  - Hosted a presentation with Department staff regarding the Post-secondary Longitudinal Data System and the development of the exploratory committee. (November 2022)

- Hosted a presentation with Department staff regarding Credit for Prior Learning framework updates. (November 2022)
- Discussed the development of the Post-secondary Longitudinal Data System and the exploratory committee interview feedback. (February 2023)

- **Educator Preparation and Success**

- Hosted a presentation with department staff regarding the Delaware Teacher Growth and Support System (DTGSS). (September 2022)
- Discussed the Comprehensive Induction Program (CIP), educator mentorship, and approvals and modifications of Educator Preparation Programs. (September 2022)
- Hosted a presentation with Department staff regarding updates and recommendations to revise the Comprehensive Induction Program (CIP). (November 2022)
- Hosted a presentation with University of Delaware staff regarding the Governor's Institute for School Leadership. (February 2023)
- Staff from the Educator Excellence workgroup at DDOE presented information on the progress of implementing the Delaware Teacher Growth and Support System (DTGSS), shared priorities for the upcoming school year and highlighted strategies for administrator and teacher recruitment and retention. (May 2023)