

Good afternoon,

Thank you for listen to the community. It means a lot to those that have written or spoken to you because we realize with the house passing HB 154 and HB166, the story they heard was wrong and terribly incomplete. So thank you.

The greatest concern is that a return back to local control will mean that we are again... not listened to. We have gone years upon years of going unheard because we are not in power and do not represent the same privilege as those who have come to you with lies and deceit. We know what is going on in Lorain and we just haven't had a group to hear us out and act upon what we know our school district needs. With the selection of our CEO, we have since been able to reach out to the people in charge of the district and get our voice heard. We are also tired of hearing folks talk bad about what has been done since our district leaders have been in place. The comments that say that they don't listen to input from the community or don't want to work with local officials is not true. First of all, he has listened; his whole team has listened and continue to listen. Upon entering the district, the CEO engaged in multiple community forums to seek input. There were over 3000 touchpoints that lead to the creation of The Lorain Promise, our strategic plan. At the same time this was happening, central office was undergoing a massive restructuring. It was important that all internal candidates have an opportunity to engage in a fair process aligned to the new expectations of the role. The interview process for new positions were being restructured to include multiple performance tasks that aligned to what the day to day work includes. Prior to this some job descriptions on file in the Human Resource office had not been updated since 1982 and the responsibilities of the role had dramatically changed. The job descriptions for every position: chief, director,

turnaround principal, executive secretary and teacher were all redesigned with the input of stakeholders to better access for and align to the core values of the organization and the expectations required of the role. An extensive amount of time was spent first identifying the leaders for central office. The spring of 2018 was focused on hiring building leadership teams. As a result, 49 new leaders went through a rigorous day long interview process to make it into the principal pool. Afterwards there was a day long community panel. Each school community selected 5-7 members from their school community. The panel had the opportunity to design their own questions and interview multiple candidates for the position of Turnaround principal. After the day of interviews, school communities provided feedback on their top candidates. Similarly, candidates ranked their top school teams. When has this happened in Lorain before? Never. Second, why would the CEO or anyone who cares about kids wanting to listen to people who mislead him, talk terribly about his existence, and have created a firestorm out of nothing? It would not make sense for anyone to try to reason with such poor local, elected leadership. We are talking about people who barely get people to vote demanding that someone who has come here for one job, and one job only, to work with people who do not have his and definitely not the children's, best interest in their hearts and minds. Simply look at the newspapers; look at social media; look at the names he is called, look at how many times he is called something other than his name. Look at the attack on his family. Would you turn around and say you want to be friends? I would hope not. Friends don't make friends that way—**BULLIES** do. This behavior is nothing short of slander, harassment of the worst kind, and an attempt to ruining him and the district. This bullying behavior has to stop. My hope that when you review and completely

change the focus of HB 154 or HB166 to something that focuses on the academic well-being of our kids, you will realize that the squeaky wheel doesn't need more oil, we just needed a new wheel. Our local school board and elected officials are squeaky, stop giving them oil. Realize that we can and will do better and we have the educational leader to help us to do so and we as a community are behind this team because we too want is best for our students, community, and most importantly our city that is in need of change that will need love, time, while politics take a seat. Please, please don't give the control back!

Thank you for your time and consideration.