

Good afternoon,

Thank you esteemed legislators for this time with you. I know I am limited to five minutes, so let me get right to the point. Time is needed. Time is needed for this process to work. Our CEO and our district leadership team has been tasked with fix a problem in 20 months that has been in the works for 20 years. Think about this—walking in the door in 2017, the CEO was handed a bill for almost 700,000 dollars of unpaid healthcare costs that the previous administration and local school board kept kicking down the road—why? Because they knew that their “fall guy” was being hired and they could run to the papers to put the blame on him rather than doing the tough work themselves. They still run to the paper for everything—and I hope you notice it is the same voices over and over again while you also notice the CEO has smartly kept from giving quotes to the media because of the slant of our local coverage. If that is your first of hundreds of challenges of tasks, how fast do you believe he and his team can work with obstacles and obstructionist in their way. People say, “well the previous administration only had two years, so why should he be any different?” The difference is the fact that he isn’t the one who took a 700,000 dollar bill and tried to pass it on to someone else. He did something about it. When individuals complained about the quality of school leaders, he did something about it. When the teachers union complained about school discipline, he brought in leaders to address it. As a result, our suspension rates are at some of the lowest rates we have seen in years—you won’t see that truth in the papers because it would mean something is working. Yet you read stories about a high school that is out of control because of a CEO—yet there have been incidents at Lorain high for years; except this

school team and district are doing something about it. We have violent incidents on the steady decline all year. I hope someone ask for a public records request regarding this, because it is true. Suspension and violent incidence are on the decline. Speaking of public records request—how is a district is constantly bombarded with more and more public records request about the most insane things—none of which was asked of any previous administration. To prove their transparency, the district has create a public records request page that has dozens upon dozens of requests and the hundreds of pages in response. How is anyone supposed to turnaround a district like this if people are there just to seem them fail? If nothing else, they need time—time to follow through on some of the most transparent and open processes I have ever seen in our district.

Hearing the voice of staff and the community is vital to the growth of the organization. During the fall the entire cabinet went visited each of the school sites for a Chief Chat. We provided lunch and a space to have informal conversations with staff members regarding what has been working and what they would like to see improved. After each meeting the notes were captured and categorized in the quick fix and long term. There were shared with the school leadership teams to report back to the staff on updates. The trends from chief chats across building were shared in the CEO touchpoints so that the entire community would have access to the insights of those conversations. During the spring focus groups were held on a variety of topics. These sessions were open to all staff and facilitated by a cabinet member and someone from central office so that any bright spots, concerns and recommendations shared would be able to be heard by individuals positioned to make immediate changes. The notes from all of these conversations were compiled into a Google Form so those unable to

attend the actual meeting could still contribute. Later the results of those meetings will be shared in the CEO Titan Touchpoints newsletter. Monthly there is a CEO Town Hall and a Community-Business- School Partnership (CBS) meetings for community members, business and school partner. During this space CEO shares information on what has been happening in the district, provides an update on progress towards district goals and responds to questions presented. I appreciate that the district now takes the time to ask our community how things are going. During the first week of school central office personnel were sent to each of the school building to provide support with any concerns that arose. At the end of each day the district staff would convene to discuss any problem solving that we needed to put in place for the next day. At the same time a survey was sent home to parents to get their feedback on how school opening went and their experience.

I can't say I have seen or even heard about this approach since I have been on this earth. It is this type of thinking we need.

If this isn't a team that is truly trying to make sure that they are building an organization that is built for the long haul, I don't know what is. Our city deserves the best and I finally think we have it. Just give us a chance to do the work and keep the local politicians to fixing the potholes and corruption that is ruining our city. Our schools are in good hands now, for the first time in years. Now let's give them a few years to make it great

Humbly Submitted,

Mr. Kyriecce Brooks