**THE ALARM IS SOUNDING!**

The passing of HB 154 woke me up. To be honest, I didn’t think anyone would think the need to change a house bill they just put into place…now another bill is on the table…HB110!

I mean, these bills are a product of listening to a **few voices** who are upset with **change**, but I thought the house would truly try to see actually what the problem was and see some signs of success or failure and not just listen to people who were unhappy because they weren’t getting their way anymore. The opportunity was there. It is someone else’s turn. This mentality in Lorain is not new. We have been a district that has always fought over the same issues…Local politicians doing things their way. The idea that they serve our community has gone out of the window with a difficult road ahead to regain respect. We have community partners, parents who want so much more for our city and our babies but for years have been told to stay in our place.

But now, we have a team who sees things differently and seeks to understand the entire community, not just the loud small group who leans on politics rather than making our community better. Just look at our city—if you can show me how our community is growing financially or is bringing jobs, or improving housing, please show me. I don’t see that right now. The only place I see even a willingness to become smarter financially, is to focus on the real problem and listen.

**Lorain City schools is a learning organization**. To me that means putting into place structures for leaders, teachers and staff members at all levels of the organization to maintain a growth mindset, model receiving feedback and make adjustments to our practices as a result. I have never seen Lorain City Schools ask for so much feedback. If it is not a survey, it is a focus group; if it is not a focus group, it’s a town hall; if it is not a town hall it is a Community-Business meeting, school meetings; the list goes on and on. They are listening; they are trying; they are different than our local leaders—they truly want what is in the best interest of our babies, or who they call “scholars” and rightfully so. Our babies are brilliant and can elevate to being scholars if someone actually cared. Finally they do. There are multiple structures put in place over the last two years to support open dialogue, feedback and two-way communication. I didn’t understand them all, so I asked them. In years past, I might have gotten an email from someone, but with this team they sit down and talk with you and make sure you are given everything they have. So when I asked them what they do to model the same feedback and improvement structure at schools they told me a few things. Specifically, the expectation was set that teachers receive ongoing coaching, support and feedback every two weeks from their leaders. School leaders receive monthly coaching visits… coaching visits to their site from a central office staff and or outside entity. At these sessions they observe weekly data meetings, classrooms debrief strengths, trends and next steps. Principals meet quarterly with the Chief of Schools for structured data reviews. These conversations build upon the dialogue initiated by ongoing monitoring of prioritized metrics on the Excellent School Dashboard. School Leaders and central office staff engage in mid-year Two by Two check-in. During this process, both the manager and the employee have an opportunity to reflect and provide evidence supporting two strengths and two areas of focus. The manager also receives upwards feedback from the employee to highlight two strengths they have done to develop and support the employee and two recommendation the employee has to do to propel their growth further. After each professional learning meeting… school leaders complete a survey that asks them to reflect on the content and facilitation. It also asks leaders to list specific support they will need from central office or each other to implement the priorities at their schools. After this feedback is shared…central office leaders open the doors for resources.

I mean, how many school systems really do this. How many school systems really spend this much time making people better? I hope you do ask them for these documents so you can see the work that is being done. Unfortunately the only people that ask them for this work are the newspaper and they completely distort the work that is being done and it is unfair. What would be fair is that you give them a chance to continue the work they are doing and leave the local corruption out of our school system. We do not need our local leaders driving this conversation. They had their chance. Let’s give our babies a chance with people who actually care about them. There is too much drama at the local level in reference to maintaining the “control.” While the “adults” are bickering…who is in the middle? Time is of essence…Lorain City Schools do not have time to return backwards…for every moment discussed about who should be in control…once again education continues to be placed on the back burner. ALLOW THE PROGRESS TO CONTINUE TO MOVE FORWARD…IT IS THE LIVES ARE INNONCENT VICTIMS AT STAKE…all because of the finger pointing towards **one person**…please allow us to MOVE FORWARD.

Lastly, if decisions have already been made about the **fate** of Lorain City Schools without hearing both sides…then what is the purpose of the democratic process?

Thank you for your time and consideration.