

From: "Theodore Roosevelt <[redacted]>
Date: Nov 19, 2017 8:17 PM
Subject: Roosevelt Climate
To: <[redacted]@medford.k12.or.us>

I am forwarding a message to the district office.

I am a concerned educator at Roosevelt Elementary. When you work at a school where a student is allowed to assault teachers, throw chairs, scream at the top of their lungs, leave school property, and swear at adults, you become burnt out and discouraged. When you talk with your family about whether you should move or find a new district, you cry. When you see amazing educators resign from the job because they were unsupported, you step up and expose the truth so more people don't get hurt. A mass exodus at Roosevelt is brewing, and I'd like to stop it if possible.

Due to the cycle I explained above, we have had a teacher resign recently. This is not the first time this has occurred this school year. Several weeks ago, we had a teacher who had to leave for personal reasons. When this particular teacher left the class, the behaviors spiraled out of control. Many of the support staff that helped in that classroom decided to leave Roosevelt. Our school couldn't find outside people to cover because behaviors were so uncontrollable. We had certified teachers having to step away from their obligations in order to cover because they couldn't find replacement teachers. It is extremely rare for educators to leave during the school year. We have already had several educators leave in the first few months of school this year. How is this not a huge red flag for our school district.

Despite all this chaos, I have yet to see the presence of district administration in our school. Actually, instead recognizing and fixing our school problems, our district celebrates that referrals and suspensions are way down.

My biggest concern is for the innocent students who have to endure these violent and psychologically damaging conditions on a daily basis. Why is administration not concerned that innocent students are having their constitutional right to learn interrupted daily? Why is administration not concerned that innocent students are in physical danger from the violent outbursts of a few children? Why is administration not concerned that innocent students feel unsafe everyday? Why is administration not concerned that the message they are sending to these innocent students is they are not important enough to protect?

Roosevelt is a low-income school. Our parents either have not had a good experience with education in the past or they do not know that they have the right to demand a quality education for their child. A lot of parents are unaware that their child's rights are being infringed upon because they are led to believe that our current school climate of out of control behaviors is the "norm" for elementary education. The teachers at Roosevelt are trying to be advocates for the innocent students and their families but administration refuses to listen. It's time for our parents to unite and demand our district do more for our kids. Our children deserve better.

Unfortunately, administration is more concerned with public appearance than the well-being of their own students, families, and staff, and would rather sweep all problems under the rug by manipulating behavioral data to make our school look like it is running efficiently.

The last concern I have is that I was informed that district officials are concerned with the climate of our school. More specifically our staff. There has been speculation that big changes need to be made. Two assumptions can be made. One, they will change principals. Two, they will involuntarily start transferring staff members. Both of these moves would be insane and

would cause further damage to Roosevelt's reputation. I have worked at this school and watched people come and go. That is not going to change things. It's time to have an entire staff discussion where the staff get to talk and administration listens. Not the other way around. The staff is tired of one on one meetings because administration is too scared to address us all at once. Roosevelt has struggled because communication is horrendous. If we could all sit down and talk instead of the constant manipulation, the staff might actually thrive. Not two teachers. Not just the specialists. Everyone at the same time. That means everyone from the custodian all the way to the principal. The district owes it to the teachers families and students to actually listen to the concerns and deal with the root of the problem instead of covering tracks. Maybe if people from the district office actually sat in our school for a day, **unannounced**, they would realize the problems are much deeper than the staff. It's time for everyone to step up and be advocates for these students. The Medford School District mission statement is "To foster the talents and interests of a community of lifelong learners through meaningful education that challenges students to reach their unlimited potential." isn't it time the district practices what they preach. How administration handles this email will be very telling as to where their priorities are. Are they going to be shocked that someone sent this email or are they going to be shocked that they put their employees in a situation where they had to.