



September 24, 2019

Dear Geri,

The board has received an overwhelming number of questions from LHE families regarding the Teacher/Staff Climate Survey Results published last month.

The community and the board are concerned about the significant overall drop in staff climate satisfaction year over year, and that LHE received the lowest survey score in our region for both “instructional practice” and “professional climate.”

As a PTA Board, we are committed to a positive and productive approach to addressing these concerns. Since an unsatisfactory climate directly impacts our students' educational experience, we've agreed to add this topic of discussion to the general PTA Meeting Agenda on October 3. **We'd like to invite you to respond to the following concerns with how you intend to address and improve the work and learning environment** (see areas of concern listed below).

In an effort to be transparent and to streamline communications between administration, PTA Board, and the community, we will publish this letter in next week's PTA Newsletter. We would like to also publish your reply; and would be happy to do so with our letter or at any point prior to the October 3 meeting.

As representatives of the parent/family community, the PTA Board highlighted the questions of most concern for you to address:

Professional Climate:

1. I feel included in the decision making process — 33% favorable response (down 47% from 2017/18)
2. This school has a collaborative work culture — 49% favorable response (down 48%)
3. This school has an effective process for making group decisions & problem solving — 26% favorable response (down 37%)
4. Conflict among staff is resolved in a timely and effective manner — 31% favorable response (down 22%)

Instructional Practice:

1. This school has a consistent process for identifying student who struggles academically — 46% favorable response (down 27%)
2. This school implements a clear plan of action when a student struggles academically — 32% favorable response (down 14%)
3. I receive the support I need to address student behavior and discipline problems — 32% favorable response (down 18%)

Please know that we want you and our staff/teachers to thrive — so our students thrive.

Katherine's deadline for PTA Newsletter submissions is Sunday evening. If you wish to have your response published alongside this open letter, please submit by then. Please let us know how we can help!

Thank you,

The 2019/20 LHPTA Board Members