

Schools are excellent first and foremost if the teachers are excellent and motivated, not because of (new, energy-efficient, PCB-free, etc) buildings, good administrators, rich budgets or anything else.

Patrick Mehr

Pct 3

<image001.jpg>

On May 10, 2011, at 5:46 PM, Mary Ann Stewart wrote:

46

Patrick:

I overlooked your email. I will respond to you by the end of the week.

Thank you for your patience,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: lex-tmma@yahoogroups.com [mailto:lex-tmma@yahoogroups.com] **On Behalf**
Of Patrick Mehr
Sent: Tuesday, May 10, 2011 10:04 AM
To: Mary Ann Stewart
Cc: Paul Ash; email list Lex TMMA
Subject: [lex-tmma] Fwd: Teacher departures a sign of problems in our schools?

Mary Ann:

I can't attend the SC tonight, so I emailed you.

Did you receive my May 6 email (below)?

When can we expect an answer?

48

Patrick Mehr

Pct 3

Begin forwarded message:

From: Patrick Mehr <patrick.mehr@gmail.com>

Date: May 6, 2011 10:10:33 AM EDT

~|**|PrettyHtmlEnd|**|~>~|**|PrettyHtmlStart|**|~>~|**|PrettyHtmlEnd|
**|~>end group email -->

From: "Paul B. Ash" <pash@sch.ci.lexington.ma.us> May 15, 2011
11:45:55 AM
Subject: [School-com] Response to Patrick M
To: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 56K
Attach1.txt 1K

Dear School Committee Members:
The survey that I referred to was conducted by the MTA, MASS,
and MASC. The agreement of the three organizations was that
the individual school results would never be made public. I did
get to see them but did not keep a copy. The principals and
LEA used the results for internal conversations to improve their
schools, not for evaluation purposes. There was never any
intent that these documents would become public documents,
in order to encourage participation. MTA did publish overall
school system results, but I was never sent a copy.

Phyllis and I have discussed creating our own internal surveys
for next fall. Again, if the reports are made public on a school-

by-school basis, I would never get the participation we need. However, I do support releasing district-wide data.

I hope this information is helpful.

Paul

Paul

Patrick Mehr <patrick.mehr@gmail.com> writes:
Mary Ann:

Since your email (below) does not answer my question

"[Having] asked Paul Ash, [it turns out that] The Schools do not track [whether the number of teachers leaving our Schools has increased over time], nor know what exit interviews with departing teachers -- if conducted -- say about why teachers leave. [...] What is the School Committee doing to understand why teachers -- and parents who send their kids to private schools -- vote with their feet re the quality of our schools?" (<http://groups.yahoo.com/group/lex-tmma/message/14065>),

I suppose the real answer is NOTHING.

The 50 to 80 annual departures Paul cites do not constitute a time-line. My exchange with Paul on this was as "substantive" as your email below: Paul made claims not supported by facts or data, indicating that we track neither # teachers leaving the LPS over time, nor why.

I find it strange that you do not view this issue as within the SC's purview -- as part of evaluating our Superintendent's performance. How does the SC ensure that indeed "our schools are great", rather than just asserting it (as your email does) over and over again? Since excellent teachers leave and some families send their kids to private schools instead of to ours, could it be that we are doing certain things wrong that the SC is unaware of?

Can you share the results of the LEA teacher survey from two years ago?

It's Phyllis Neufeld, not Neufield.

Patrick Mehr
Pct 3

On May 14, 2011, at 4:29 PM, Mary Ann Stewart wrote:

Patrick:

You are right to draw attention to the importance and excellence of our teachers, but it would be severely limiting to underestimate the importance of other aspects (i.e., energy efficient buildings and clean environments, budgets that reflect goals and priorities, effective building leaders, or anything else) contributing to a positive school climate for teaching and learning.

I believe it is easy for people to underestimate the level of thought and collaboration necessary for a high functioning educational enterprise. Dr. Ash and his administrative team are attuned to all of these aspects and more, keeping the School Committee, Selectmen, Appropriation and Capital Expenditures Committees, Town Manager and others apprised of emerging issues or developments across the district, especially as they relate to people, programs, and facilities.

Our students continue to be well served due to the high quality of instruction to students from our educators, the engagement of our students and families, and also to our nationally recognized high level of commitment to professional development and collaboration with the LEA. Because the community and district place such a high value on these attributes, our schools continue to improve.

Two years ago, the LEA surveyed all teachers on a full complement of issues; the administration has worked collaboratively with Phyllis Neufield and the LEA on the data obtained from that survey. Another such survey will be administered again in the near future. I believe this process fosters greater educator satisfaction and stability, as well as a more comprehensive and unified instructional program, thereby engendering further trust and collaboration from all involved.

Our schools are thoughtfully, collaboratively, and financially well run. Since you and Dr. Ash have had a substantive exchange on this issue already, you know the vast majority of teachers in Lexington are not departing from our schools and are committed to the goals of continuous improvement across the district.

Dr. Ash stated that our teacher turnover rate is about 50 to 80 teachers per year out of a headcount of 660 teachers; the percentage turnover rate therefore has been 7.6% – 12% over six years.

The School Committee has to focus on topics where we need to deliberate and take action. We need to work hard to prioritize what we put on the agenda, whether it is with regard to special education, school technology, eliminating or reducing elementary music fees, improving professional learning communities, professional development, or many other goals already identified.

You are concerned and anxious that the departure of two well-loved, long-time teachers constitutes an institutional problem. These teachers could have retired some years ago as they had reached their full retirement benefit. That they chose to do so at this point in time was their personal decision. Dr. Fiveash and Mme. Girondel each served our students for 38 generous, dedicated years of teaching. They will be missed and I hope you will join me in thanking them for their contributions.

Mary Ann.

PS: In the future, kindly direct all School Committee related correspondence to school-com@comet.ci.lexington.ma.us.

~|**|PrettyHtmlEnd|**|~>~|**|PrettyHtmlStart|**|~>~|**|PrettyHtmlEnd|
**|~>end group email ->

From: Barry Orenstein <barryorenstein@msn.com> May 15, 2011
12:02:39 PM
Subject: [School-com] Just how do we measure quality education?
To: Patrick Mehr <patrick.mehr@gmail.com> <school-
com@comet.ci.lexington.ma.us>
Cc: TMMA list <lex-tmma@yahoogroups.com>
pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 33K
Attach1.txt 1K

Patrick has raised a fundamental question that Mary Ann did not address in her response to him; namely, just how does the SC measure, in her words, "the high quality of instruction to students from our educators"? What are the metrics, and are there trend and spot reports on these measures?

Barry Orenstein
(781) 862-1052

-----CC: pash@sch.ci.lexington.ma.us; lex-tmma@yahoogroups.com
To: school-com@comet.ci.lexington.ma.us
From: patrick.mehr@gmail.com
Date: Sun, 15 May 2011 11:35:07 -0400
Subject: Re: [lex-tmma] Fwd: Teacher departures a sign of problems in our schools?

Mary Ann:

Since your email (below) does not answer my question

"[Having] asked Paul Ash, [it turns out that] The Schools do not track [whether the number of teachers leaving our Schools has increased over time], nor know what exit interviews with departing teachers -- if conducted -- say about why teachers leave. [...] What is the School Committee doing to understand why teachers -- and parents who send their kids to private schools -- vote with their feet re the quality of our schools?" (<http://groups.yahoo.com/group/lex-tmma/message/14065>),

I suppose the real answer is NOTHING.

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I find it strange that you do not view this issue as within the SC's purview -- as part of evaluating our Superintendent's performance. How does the SC ensure that indeed "our schools are great", rather than just asserting it (as your email does) over and over again? Since excellent teachers leave and some families send their kids to private schools instead of to ours, could it be that we are doing certain things wrong that the SC is unaware of?

Can you share the results of the LEA teacher survey from two years ago?

It's Phyllis Neufeld, not Neufield.

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[Image]

From: Patrick Mehr <patrick.mehr@gmail.com> May 15, 2011
12:46:35 PM
Subject: [School-com] Re: [lex-tmma] Fwd: Teacher departures a sign of problems in our sch
To: email list Lex TMMA <lex-tmma@yahoogroups.com>
Cc: Lex School Committee <school-com@comet.ci.lexington.ma.us>
pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 40K
Attach1.txt 1K

On May 15, 2011, at 12:14 PM, Vicki Blier wrote:

As list moderator, I would like to remind everyone that town executives and officials are not obligated to engage in debate with Town Meeting Members on the TMMA list.

Most Town officials did not need this reminder -- they usually do as you suggest, by not answering at all. I am grateful that Mary Ann is different, or didn't know this, and sent a response. Unfortunately, she did not answer my question.

They are also not obligated by policy or by the Freedom of Information Act to provide information in a form that is not already in existence.

We all know that, and I asked for no such information.

Mrs. Stewart has indicated that the school department puts their formal efforts to gauge teacher satisfaction into comprehensive surveys.

I did not ask about teacher satisfaction, I asked "What is the School Committee doing to understand why teachers -- and parents who send their kids to private schools -- vote with their feet re the quality of our schools?".

I am sure that less formal assessments are made by the principals in each school who would be intimately aware of individual circumstances.

Can you share the evidence that makes you "sure"?

Even if this is not the formal method that Mr. Mehr prefers,

You know more about "Mr. Mehr" than I do... I have no "preferred" method.

it does not constitute the doing "NOTHING" that Mr. Mehr emphatically stated.

If the answer is not NOTHING, why does the SC not tell us the answer?

I would like to remind Mr. Mehr that characterizing the School Committee as negligent

"negligent" is not my term, but yours, Vicki. Who moderates the list moderator?

is not acceptable on this list and in the opinion of some observers including myself, it is detrimental to the volunteer-based form of government that we have in this town.

I believe it is useful to raise important issues -- when I do, my purpose is never to assign blame, but always to identify how we could operate better in the public interest (in this case, to maintain the quality of our children's education, and by extension, the value of our homes).

Vicki, are you "picking" on me? Or do you truly believe that this list should carry only "everything is perfectly fine in Lexington"-type messages? Do you think I think it's easy to run an excellent school system? Do you think I do not value the endless hours SC members put into their (unpaid) "jobs"?

My real concern is that it's very easy to fall into an "everything is OK" mindset until it's too late -- rebuilding the reputation of a school system that has degraded without anyone noticing, is a long, arduous task.

Patrick Mehr
Pct 3

Vicki Blier
TMMA List Moderator

On Sun, May 15, 2011 at 11:35 AM, Patrick Mehr <patrick.mehr@gmail.com>
wrote:

Mary Ann:

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Patrick Mehr
Pct 3

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60

excellence of our teachers, but it would be severely limiting to underestimate the importance of other aspects (i.e., energy efficient buildings and clean environments, budgets that reflect goals and priorities, effective building leaders, or anything else) contributing to a positive school climate for teaching and learning.

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institutional problem. These teachers could have retired some years ago as they had reached their full retirement benefit. That they chose to do so at this point in time was their personal decision. Dr. Fiveash and Mme. Girondel each served our students for 38 generous, dedicated years of teaching. They will be missed and I hope you will join me in thanking them for their contributions.

Mary Ann.

PS: In the future, kindly direct all School Committee related correspondence to school-com@comet.ci.lexington.ma.us.

Mary Ann Stewart,

Chair | Lexington School Committee

From: Patrick Mehr [mailto:patrick.mehr@gmail.com]
Sent: Friday, May 13, 2011 11:33 AM
To: Mary Ann Stewart
Cc: 'Paul Ash'; 'email list Lex TMMA'
Subject: Re: [lex-tmma] Fwd: Teacher departures a sign of problems in our schools?

To: Mary Ann Stewart <f.m.a.stewart@gmail.com>

Cc: Paul Ash <pash@sch.ci.lexington.ma.us>, email list Lex TMMA <lex-tmma@yahogroups.com>

Subject: Teacher departures a sign of problems in our schools?

Mary Ann:

After reading wickedlocal.com/lexington/news/x1826251131/Two-longtime-Lexington-High-teachers-call-it-a-career, I asked Paul Ash whether the number of teachers leaving our Schools has increased over time.

The Schools do not track that metric, nor know what exit interviews with departing teachers -- if conducted -- say about why teachers leave.

This is a serious gap in our efforts to keep the quality of our schools high.

What is the School Committee doing to understand why teachers -- and parents who send their kids to private schools -- vote with their feet re the quality of our schools?

Patrick Mehr

Pct 3

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From: <sfrymer@rcn.com> May 16, 2011 2:59:35 AM
Subject: [School-com] Re: [lex-tmma] Just how do we measure quality education?
To: "Barry Orenstein" <barryorenstein@msn.com> "Patrick Mehr" <patrick.mehr@gmail.com>
school-com@comet.ci.lexington.ma.us
Cc: TMMA list <lex-tmma@yahogroups.com>
pash@sch.ci.lexington.ma.us
anne frymer <awake98@rcn.com>

hi,

i thought the 'fundamental reason' that lexington parents, as well as parents from other wealthy towns, sent their children to private schools was because they were rich enough to afford it. they could care less what the lexington school committee does one way or another.

i know from my limited experience w/ kids who play chess.

danny m. from lexington went to private middle school in belmont and high school in boston.

max l. returned from china to attend clarke middle school and win a state chess championship, and then bypassed future state chess champion lexington hs for concord academy.

jason s. of carlisle and then lexington never attended public school.

akshay s. skipped one middle school year in weston to attend noble & greenough, which 'only' cost \$30,000.

kids in newton bypass their public school system for amsa in marlborough and sage in foxborough. sage has won numerous elementary and middle school chess championships.

i suspect that you will not be able to satisfy every lexington family no matter what you do.

steve frymer
[member, TSAC]

----- Original message -----

>Date: Sun, 15 May 2011 12:02:39 -0400
>From: lex-tmma@yahoogroups.com (on behalf of Barry Orenstein <barryorenstein@msn.com>)
>Subject: [lex-tmma] Just how do we measure quality education?
>To: Patrick Mehr <patrick.mehr@gmail.com>, <school-com@comet.ci.lexington.ma.us>
>Cc: <pash@sch.ci.lexington.ma.us>, TMMA list <lex-tmma@yahoogroups.com>

>
>
>

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> our educators"? What are the metrics, and are there
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>
> Barry Orenstein
> (781) 862-1052

>
>
>
> -----

>
> CC: pash@sch.ci.lexington.ma.us;
> lex-tmma@yahoogroups.com
> To: school-com@comet.ci.lexington.ma.us
> From: patrick.mehr@gmail.com
> Date: Sun, 15 May 2011 11:35:07 -0400
> Subject: Re: [lex-tmma] Fwd: Teacher departures a
> sign of problems in our schools?

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> May 16, 2011 1:43:22 PM
Subject: [School-com] Executive Session tonight
To: <school-com@comet.ci.lexington.ma.us>
Attachments: Attach0.html 2K
Attach1.txt 1K

A friendly reminder that the location for tonight's meeting at 7:30 PM has been changed from TOB Room 111 to the Ellen Stone Room at Cary Hall.

Mary Ann.

From: Helen Cohen <helencohen@rcn.com> May 15, 2011 10:10:32 AM
Subject: [School-com] Mary Ann's letter
To: school-com@comet.ci.lexington.ma.us

Dear Mary Ann and everyone,

That is a very fine and full explanation of the work of the School Department and the School Committee. Maybe there will be an occasion to publish it more widely? Your words reflect and articulate so well my experience of the administration, the teachers, and the Committee.

Thank you,
Helen

School-com mailing list
 School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> May
 18, 2011 9:05:52 PM
 Subject: RE: [School-com] Mary Ann's letter
 To: "'Helen Cohen'" <helencohen@rcn.com> <school-
 com@comet.ci.lexington.ma.us>

Dear Helen,

Thank you for taking the time to write and share your kind words. I admit that I hadn't considered publishing my response more widely, and, since you suggested it, I will keep my eyes open for such an occasion. I am pleased that it resonated so well with you!

All best,
 Mary Ann.

Mary Ann Stewart,
 Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
 [mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Helen
 Cohen
 Sent: Sunday, May 15, 2011 10:11 AM
 To: school-com@comet.ci.lexington.ma.us
 Subject: [School-com] Mary Ann's letter

Dear Mary Ann and everyone,

That is a very fine and full explanation of the work of the School Department and the School Committee. Maybe there will be an occasion to publish it more widely? Your words reflect and articulate so well my experience of the administration, the teachers, and the Committee.

Thank you,
 Helen

From: "John F. Rossi" <johnrossi@johnrossi.com> May 20, 2011
4:59:11 PM
Subject: [School-com] FW: [lex-tmma] Are our schools as good as we think?
[1 Attachment]
To: pash@sch.ci.lexington.ma.us "email list Lex TMMA" <lex-
tmma@yahogroups.com>
Cc: 'Lex School Committee' <school-com@comet.ci.lexington.ma.us>
'Patrick Mehr' <patrick.mehr@gmail.com>
Attachments: Attach0.html 14K
Attach1.txt 1K

Correction *

From: John F. Rossi [mailto:johnrossi@johnrossi.com]
Sent: Friday, May 20, 2011 4:57 PM
To: 'Patrick Mehr'; 'Lex School Committee'
Cc: 'Paul Ash'; 'email list Lex TMMA'
Subject: RE: [lex-tmma] Are our schools as good as we think? [1 Attachment]

As a parent, I must ponder the stated concern about the statement that the leadership's focus on standardization continues to reduce the meaningful and joyful learning. I too have experienced the unfortunate underbelly of an administration that places the standardized rule against the needs of the individual student – to the point where the principal has shown the arrogance, rudeness and indifference of not* returning an initial telephone call seeking a discussion of the issue. A surprising and very disappointing experience from a school system which is capable of performing in a much superior manner.

Regards,

John F. Rossi

Precinct 1

From: Patrick Mehr [mailto:patrick.mehr@gmail.com]
Sent: Friday, May 20, 2011 12:44 PM
To: Lex School Committee
Cc: Paul Ash; email list Lex TMMA
Subject: [lex-tmma] Are our schools as good as we think? [1 Attachment]

I fully share the concerns Mr. Andersen expresses in his letter to the *Minuteman* about our schools (attached).

A Clarke student I know was so bored -- he wanted, and could do far more than happened in most of his classes -- that he knew every scratch, bump and hole on his classrooms walls and ceilings, while getting top grades. His parents moved him to a private high school.

While all organizations require standards and rules, great leaders find ways to run their organization without its standards and rules asphyxiating it.

I hope the School Committee and/or the Superintendent will tell us -- in fewer words than groups.yahoo.com/group/lex-tmna/message/14102 and without the defensiveness -- what they plan to do to prevent our schools from being damaged by standardization and to promote creativity and flexibility so they remain excellent.

Patrick Mehr

Pct 3

From: Ning Gao <ninggao@hotmail.com> May 14, 2011 4:05:14 PM
Subject: [School-com] Lexington school teachers leaving - problems in our school
To: <school-com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 6K
Attach1.txt 1K

Dear Lexington school committee,

I would like to express my concerns regarding the departure of two experienced teachers from LHS. According to Minuteman the two teachers are very disappointed by the changes in school. I understand that sometimes changes make people upset, which leads to resistance. However, if the changes caused many dedicated teachers to leave, shouldn't we take action?

Dr. Ash stated that the changes are "for the better." However there is no clear evidence supporting it. The decreasing numbers of experienced teachers does not positively impact our schools' quality. It would be too late to fix if we are not proactive. I am wondering if our school committee has adopted a teacher evaluation process to solve the problem of retaining high quality teachers. Would it be possible to conduct a survey within the Lexington school district to find out what our teachers' true feelings, thoughts and concepts are?

I grew up in China and received an education in two different systems. I always feel grateful that my kids are having American education, which is more creative with more freedom. I constantly make the comparisons of the curricular between the two countries. Lexington Public Schools have a great reputation that is being jeopardized due to these changes. I would advise the school committee seriously consider the issues and listen to the teachers, ultimately finding a common ground between teachers and central school administrators.

Thanks for your services and your time and efforts are truly appreciated.

Sincerely

Ning Gao

Pct1

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> May
14, 2011 4:55:04 PM
Subject: RE: [School-com] Lexington school teachers leaving - problems in
ourschool
To: "Ning Gao" <ninggao@hotmail.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 12K
Attach1.txt 1K

Dear Ning,

Thank you for writing the School Committee to express your concerns regarding the departure of Dr. Fiveash and Mme. Girondel.

Since you have copied Dr. Ash, I will ask that he respond to your concerns about LPS teacher evaluations. Two years ago, the LEA surveyed all teachers on a full complement of issues; the administration has worked collaboratively with Phyllis Neufield and the LEA on the data obtained from that survey. Another such survey will be administered again in the near future. I believe this process fosters greater educator satisfaction and stability, as well as a more comprehensive and unified instructional program, thereby engendering further trust and collaboration from all involved.

Our teacher turnover rate is low and has been declining since 2005 - - from 80 to 50 teachers per year out of a headcount of 660 teachers. The percentage turnover rate therefore has been 7.6% - 12% over six years. Our schools are thoughtfully, collaboratively, and financially well run and our students continue to be well served due to the high quality of instruction to students from our educators, the engagement of our students and families, and also to our commitment to professional development and collaboration with educators.

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Dr. Fiveash and Mme. Girondel chose to retire at this point in time and it was their personal decision to do so. They each served our students for 38 generous, dedicated years of teaching. I hope you will join me in thanking them for their contributions.

Sincerely,

Mary Ann.

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Chair | Lexington School Committee

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Sent: Saturday, May 14, 2011 4:05 PM
To: school-com@comet.ci.lexington.ma.us
Cc: pash@sch.ci.lexington.ma.us
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I would like to express my concerns regarding the departure of two experienced teachers from LHS. According to Minuteman the two teachers are very disappointed by the changes in school. I understand that sometimes changes make people upset, which leads to resistance. However, if the changes caused many dedicated teachers to leave, shouldn't we take action?

Dr. Ash stated that the changes are "for the better." However there is no clear evidence supporting it. The decreasing numbers of experienced teachers does not positively impact our schools' quality. It would be too late to fix if we are not proactive. I am wondering if our school committee has adopted a teacher evaluation process to solve the problem of retaining high quality teachers. Would it be possible to conduct a survey within the Lexington school district to find out what our teachers' true feelings, thoughts and concepts are?

I grew up in China and received an education in two different systems. I always feel grateful that my kids are having American education, which is more creative with more freedom. I constantly make the comparisons of the curricular between the two countries. Lexington Public Schools have a great reputation that is being jeopardized due to these changes. I would advise the school committee seriously consider the issues and listen to the teachers, ultimately finding a common ground between teachers and central school administrators.

Thanks for your services and your time and efforts are truly appreciated.

Sincerely

Ning Gao

Pct1

76

From: Ning Gao <ninggao@hotmail.com> May 14, 2011 9:12:06 PM
Subject: RE: [School-com] Lexington school teachers leaving - problems in
ourschool
To: <maryann@redoniondesign.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 12K
Attach1.txt 1K

Dear Mary Ann,

Thanks for your quick response and clarifications. I am glad to hear the new survey will be conducted soon in future. Have you considered the survey including parents as well? I will follow up school committee meetings and look forward to the results of the new survey.

Again thank you for your commitment to serve our school.

Best Regards,

Ning Gao

-----From: MaryAnn@redoniondesign.com
To: ninggao@hotmail.com; school-com@comet.ci.lexington.ma.us
CC: pash@sch.ci.lexington.ma.us
Subject: RE: [School-com] Lexington school teachers leaving - problems in ourschool
Date: Sat, 14 May 2011 16:55:04 -0400

Dear Ning,

Thank you for writing the School Committee to express your concerns regarding the departure of Dr. Fiveash and Mme. Girondel.

Since you have copied Dr. Ash, I will ask that he respond to your concerns about LPS teacher evaluations. Two years ago, the LEA surveyed all teachers

on a full complement of issues; the administration has worked collaboratively with Phyllis Neufield and the LEA on the data obtained from that survey. Another such survey will be administered again in the near future. I believe this process fosters greater educator satisfaction and stability, as well as a more comprehensive and unified instructional program, thereby engendering further trust and collaboration from all involved.

Our teacher turnover rate is low and has been declining since 2005 - - from 80 to 50 teachers per year out of a headcount of 660 teachers. The percentage turnover rate therefore has been 7.6% - 12% over six years. Our schools are thoughtfully, collaboratively, and financially well run and our students continue to be well served due to the high quality of instruction to students from our educators, the engagement of our students and families, and also to our commitment to professional development and collaboration with educators.

Dr. Fiveash and Mme. Girondel chose to retire at this point in time and it was their personal decision to do so. They each served our students for 38 generous, dedicated years of teaching. I hope you will join me in thanking them for their contributions.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Ning Gao
Sent: Saturday, May 14, 2011 4:05 PM
To: school-com@comet.ci.lexington.ma.us
Cc: pash@sch.ci.lexington.ma.us
Subject: [School-com] Lexington school teachers leaving - problems in ourschool

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> May
 22, 2011 10:16:35 PM
 Subject: RE: [School-com] Sustain our Teachers
 To: "Mark Andersen" <markandersen@alum.mit.edu>
 <school-com@comet.ci.lexington.ma.us>
 Attachments: Attach0.html 9K
 Attach1.txt 1K

Dear Mr. Anderson,

Thank you for sharing your *Minuteman* letter with the School Committee.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair I Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Mark Andersen
Sent: Friday, May 20, 2011 9:38 PM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Sustain our Teachers

Below is the letter I sent to the Lexington Minuteman

----- Forwarded message -----

Sustain our Teachers

As a Lexington parent, no educational issue invites concern as much as the loss of teaching talent, evidenced in Minuteman letters.

By themselves, a couple teachers retiring early would not cause concern. The context seems to be that our leadership's focus on standardization continues to reduce the meaningful and enjoyable learning.

I've seen an elementary school teacher with decades of first-hand experience instructed to use systemwide learning technology, to the detriment of our child's class.

We've witnessed excessive focus on MCAS stifle fun learning and diminish instructional time, including delayed start times at LHS.

Diamond has been standardized: an amazing principal has stepped aside, in depth project days have been terminated, and stable learning groups ensuring continuity through adolescence have been abolished.

We also learn that extended day programs, which themselves offered varied experiences, are to be standardized.

Words from retiring teachers give us pause. These brave voices tell us about administrative pressures and difficult challenges. They are also likely the tip of the iceberg. (Should I wonder whether anyone's

career is impacted by drama censorship?)

First, diversity is critical to innovation. We should encourage the school committee to take a strong stand against excessive standardization and standards-based education which does not serve the many talented students of Lexington.

Second, we must not let short-term leaders damage our talented teaching ranks, as teachers are the long-term anchors of our school system. We must stand by teachers as our schools' most valuable assets.

I challenge our school committee and administration to recognize the value of teaching talent, and ensure the freedom of speech implied by their tenure. Engage teachers in innovative school design and planned diversity, nurturing the bond between teacher and student, and promoting the diversity of special experiences trampled by the standards movement.

mark andersen
thoreau road

From: BonnieBrodner@aol.com May 25, 2011 11:22:19 AM
Subject: [School-com] Race to nowhere followup

Subject: RE: [School-com] a concerned Lexington resident
To: "Zermani, Karen N" <Karen.Zermani@gdit.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 14K
Attach1.txt 1K

Dear Karen,

Thank you for sharing your concerns with the School Committee.

I have copied Dr. Ash in case he wishes to provide his perspective on some of the concerns raised in your email.

The vast majority of teachers in Lexington, whether at the high school or elsewhere, are not departing from our schools and are committed to the goals of continuous improvement across the district. There are many reasons why our students continue to be well-served, among them: high quality instruction; engagement of students and families; a nationally recognized commitment to professional development (<http://lps.lexingtonma.org/Current/EdWKPDMDistr.pdf>); and collaboration among teachers and staff. Because we all value these and other attributes so highly, our schools continue to improve - - and distinguish themselves in the process.

The School Committee takes its work very seriously. As elected residents of Lexington serving our students and schools voluntarily, and with particular oversight, we focus on topics where we need to deliberate and take action on behalf of all children in all of our schools. The decision was made by the School Committee to direct Dr. Ash and LPS to award a five-year lease to Lextended Day; a transition plan is being implemented. Lextended Day's transition plan is thoughtful, comprehensive, and includes many opportunities for parent and staff input, as well as in-service days to foster the care and conditions supporting as smooth a transition as possible. I believe all afterschool programs will be strengthened as a result and that Harrington's program will continue to flourish.

Thank you for writing.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Zermani, Karen N
Sent: Thursday, May 26, 2011 1:47 PM
To: 'school-com@comet.ci.lexington.ma.us'
Subject: [School-com] a concerned Lexington resident

Hello,

I am writing to express my concern about the continued press that the Lexington school system has been receiving recently with respect to well-respected and popular teachers retiring early due to the culture of the last few years as well as my outrage over the decision by Dr. Paul Ash to abolish the independence of the elementary extended day programs.

I am the mother of two elementary school students at Harrington and a third who will enter kindergarten in the fall. The fact that well-regarded high school teachers appear to be leaving in droves over the management and culture created by Paul Ash infuriates me. Although I am not yet affected by these departures, I can only imagine the disarray of Lexington High School by the time my children get there. The extended day decision affects me directly as I currently have two children in the HED program. This program has been outstanding for my children and if there is a degradation of what is offered next year, I will withdraw my children and seriously consider moving out of Lexington. We pay significant real estate taxes in a town which has a stellar reputation for the school system. I frankly do not think that this reputation will stand for much longer given the state of affairs and the management decisions by the superintendant and the

rest of the school committee.

Independently, I have spoken to teachers at other elementary schools who are personal friends of mine who find the "training" and "meetings" required ridiculous. They say they are being taught by so-called experts who haven't even taught in a classroom for over a decade. The fact that my tax dollars are being used to take teachers away from the classroom to learn from textbook type instructors is simply ludicrous.

I hope that the Dr. Ash and the rest of the school committee begin to reverse the poor management decision making because they need to start representing the parents who elect them rather than their own personal agendas.

Thank you for your attention.

Karen Zermani

From: Patrick Mehr <patrick.mehr@gmail.com> May 20, 2011
 12:43:54 PM
 Subject: [School-com] Are our schools as good as we think?
 To: Lex School Committee <school-com@comet.ci.lexington.ma.us>
 Cc: email list Lex TMMMA <lex-tmma@yahoogroups.com>
 pash@sch.ci.lexington.ma.us
 Attachments: Attach0.html 2K
 Andersen letter in Lexington Minuteman 051911.pdf 92K
 Attach2.html 1K

I fully share the concerns Mr. Andersen expresses in his letter to the Minuteman about our schools (attached).

A Clarke student I know was so bored -- he wanted, and could do far more than happened in most of his classes -- that he knew every scratch, bump and hole on his classrooms walls and ceilings, while getting top grades. His parents moved him to a private high school.

While all organizations require standards and rules, great leaders find ways to run their organization without its standards and rules asphyxiating it.

I hope the School Committee and/or the Superintendent will tell us -- in fewer words than groups.yahoo.com/group/lex-tmma/message/14102 and without the defensiveness -- what they plan to do to prevent our schools from being damaged by standardization and to promote creativity and flexibility so they remain excellent.

Patrick Mehr
Pct 3

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "John F. Rossi" <johnrossi@johnrossi.com> May 20, 2011
4:56:44 PM
Subject: [School-com] RE: [lex-tmma] Are our schools as good as we think?
[1 Attachment]
To: "Patrick Mehr" <patrick.mehr@gmail.com>
"Lex School Committee" <school-com@comet.ci.lexington.ma.us>
Cc: 'email list Lex TMMA' <lex-tmma@yahoogroups.com>
pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 14K
Attach1.txt 1K

As a parent, I must ponder the stated concern about the statement that the leadership's focus on standardization continues to reduce the meaningful and joyful learning. I too have experienced the unfortunate underbelly of an administration that places the standardized rule against the needs of the individual student -- to the point where the principal has shown the arrogance, rudeness and indifference of returning an initial telephone call seeking a discussion of the issue. A surprising and very disappointing experience from a school system which is capable of performing in a much superior

manner.

Regards,

John F. Rossi

Precinct 1

From: Patrick Mehr [mailto:patrick.mehr@gmail.com]
Sent: Friday, May 20, 2011 12:44 PM
To: Lex School Committee
Cc: Paul Ash; email list Lex TMMA
Subject: [lex-tmma] Are our schools as good as we think? [1 Attachment]

I fully share the concerns Mr. Andersen expresses in his letter to the *Minuteman* about our schools (attached).

A Clarke student I know was so bored -- he wanted, and could do far more than happened in most of his classes -- that he knew every scratch, bump and hole on his classrooms walls and ceilings, while getting top grades. His parents moved him to a private high school.

While all organizations require standards and rules, great leaders find ways to run their organization without its standards and rules asphyxiating it.

I hope the School Committee and/or the Superintendent will tell us -- in fewer words than groups.yahoo.com/group/lex-tmna/message/14102 and without the defensiveness -- what they plan to do to prevent our schools from being damaged by standardization and to promote creativity and flexibility so they remain excellent.

Patrick Mehr

Pct 3

From: Patrick Mehr <patrick.mehr@gmail.com> May 27, 2011
 11:28:43 AM
 Subject: [School-com] Fwd: [lex-tmma] Are our schools as good as we
 think? [1 Attachment]
 To: Lex School Committee <school-com@comet.ci.lexington.ma.us>
 Cc: email list Lex TMMA <lex-tmma@yahoogroups.com>
 pash@sch.ci.lexington.ma.us
 Attachments: Attach0.html 5K
 Andersen letter in Lexington Minuteman 051911.pdf 92K
 Attach2.html 1K

In the Minuteman, another stellar teacher, Steve Bogart, says this about our High School:

Bogart insists he has felt a shift in the school's approach, which he said has contributed to a decline in the teaching atmosphere at LHS. "It's a strange place now to me. There is a lot of fear. People are afraid to speak their minds," he said. "People have been coming up to me, colleagues, saying privately they are sad about the school; they are frightened about their jobs; they feel like they have to look over their shoulder." (wickedlocal.com/lexington/news/x1908281889/Lexington-High-drama-teacher-Steven-Bogart-to-retire)

Is the School Committee seriously looking into what is going on under our Superintendent's leadership, hopefully before it is too late -- if we no longer are a premier public school system, able to attract and keep the very best teachers?

Given the School Committee's lack of answer to my email below or to groups.yahoo.com/group/lex-tmma/message/14102, I'm afraid the answer to my question above is NO. I hope I am wrong...

Patrick Mehr
 Pct 3

> From: Patrick Mehr <patrick.mehr@gmail.com>
 > Date: May 20, 2011 12:43:54 PM EDT
 > To: Lex School Committee <school-com@comet.ci.lexington.ma.us>
 > Cc: Paul Ash <pash@sch.ci.lexington.ma.us>, email list Lex TMMA <lex-

tmma@yahoogroups.com>

> Subject: [lex-tmma] Are our schools as good as we think? [1 Attachment]

>

> I fully share the concerns Mr. Andersen expresses in his letter to the Minuteman about our schools (attached).

>

> A Clarke student I know was so bored -- he wanted, and could do far more than happened in most of his classes -- that he knew every scratch, bump and hole on his classrooms walls and ceilings, while getting top grades. His parents moved him to a private high school.

>

> While all organizations require standards and rules, great leaders find ways to run their organization without its standards and rules asphyxiating it.

>

> I hope the School Committee and/or the Superintendent will tell us -- in fewer words than groups.yahoo.com/group/lex-tmma/message/14102 and without the defensiveness -- what they plan to do to prevent our schools from being damaged by standardization and to promote creativity and flexibility so they remain excellent.

>

> Patrick Mehr

> Pct 3

>

>

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> May
 28, 2011 2:08:12 PM
 Subject: [School-com] RE: [lex-tmma] Are our schools as good as we think?
 [1 Attachment]
 To: "Patrick Mehr" <patrick.mehr@gmail.com>
 "Lex School Committee" <school-com@comet.ci.lexington.ma.us>
 Cc: 'email list Lex TMMA' <lex-tmma@yahoogroups.com>
 pash@sch.ci.lexington.ma.us
 Attachments: Attach0.html 17K
 Attach1.txt 1K

Dear Patrick:

Shift happens (<http://www.youtube.com/watch?v=Z4gt62uAasE>)

The shift is non-linear, not without challenges. The emphasis is on collaboration, accountability, teamwork. That Mr. Bogart noticed it about six years ago sounds about right; Dr. Ash has been committed to these goals from the outset; they have been foundational as he has developed his team. Does it require trust? Definitely. Trust takes support, experience, and time. The shift is from teaching to learning. Gone are the quaint days of the one-room school house. That is different than today. Different does not mean deficient. The shift requires using multiple strategies, sourcing media, creating original work developed in collaboration with others sharing the same goals for all students.

Ultimately, everything about the system must support all students well.

Feedback is continuous even as the rapid pace of change continues. Students today need to be prepared for college, career, and life beyond. The shift is beyond what teachers want students to know and about focusing students on the complex application of knowledge to solve problems. As has been noted elsewhere, we are preparing students for jobs that don't yet exist using technologies that haven't been invented in order to solve problems we do not know are problems yet. Teaching not only requires a strong foundation from teacher preparation programs, it requires an attitude for continuous learning that is supported by professional development in a culture fostering collaborative work with colleagues to build trust and develop confidence.

I respectfully disagree with Mr. Anderson's view that our schools are becoming more standardized at the expense of meaningful and enjoyable learning. It's true that state and federal governments (vis-à-vis MERA and ESEA/NCLB, respectively) require greater accountability from the educational enterprise. And while we may all like to see fewer bubble tests, assessments from multiple measures developed by teachers identify individual students' needs better. I believe our schools are well run and, further, continue to move toward greater responsiveness, flexibility, creativity, and student-centered learning. Our schools are better than they were last week and even better than we thought six years ago. And, they continue to improve.

Mary Ann Stewart

TMM Precinct 1 | Chair, Lexington School Committee

From: lex-tmma@yahoogroups.com [mailto:lex-tmma@yahoogroups.com] **On Behalf Of** Patrick Mehr
Sent: Friday, May 27, 2011 11:29 AM
To: Lex School Committee
Cc: Paul Ash; email list Lex TMMMA
Subject: Fwd: [lex-tmma] Are our schools as good as we think? [1 Attachment]

In the *Minuteman*, another stellar teacher, Steve Bogart, says this about our High School:

Bogart insists he has felt a shift in the school's approach, which he said has contributed to a decline in the teaching atmosphere at LHS. "It's a strange place now to me. There is a lot of fear. People are afraid to speak their minds," he said. "People have been coming up to me, colleagues, saying privately they are sad about the school; they are frightened about their jobs; they feel like they have to look over their shoulder." (wickedlocal.com/lexington/news/x1908281889/Lexington-High-drama-teacher-Steven-Bogart-to-retire)

Is the School Committee seriously looking into what is going on under our Superintendent's leadership, hopefully before it is too late -- if we no longer are a premier public school system, able to attract and keep the very best teachers?

Given the School Committee's lack of answer to my email below or to groups.yahoo.com/group/lex-tmna/message/14102, I'm afraid the answer to my question above is NO. I hope I am wrong...

Patrick Mehr

Pct 3

From: Johanna Klein <johannaklein@gmail.com> June 8, 2011 3:04:00 AM
Subject: Re: [School-com] Fiveash and Girondel resignations
To: Mary Ann Stewart <MaryAnn@redoniondesign.com>
Cc: school-com@comet.ci.lexington.ma.us pash@sch.ci.lexington.ma.us

Dear Mary Ann,

Thank you very much for your reply, and for introducing me to Superintendent Ash.

Your point is indeed well taken that Dr. Fiveash's and Ms. Girondel's decisions to retire were personal ones, and after such lengthy careers, they've more than earned lengthy and enjoyable retirements as well. However, they also went on record to publicly state (to media) that they were leaving due to differences with the administration, which seemed like an intentional effort to send a message. This gave rise to the concern.

Best regards,
Joh

On Tue, Jun 7, 2011 at 2:13 PM, Mary Ann Stewart <MaryAnn@redoniondesign.com> wrote:

> Dear Johanna,

>

> Thank you for sharing your concerns with the School Committee. We value
> your opinions and take your concerns seriously. I have copied
> Superintendent Ash on this reply so that he is aware of them as well.

>

> Dr. Fiveash and Ms. Girondel are indeed outstanding teachers. Their
> decision to retire at this point was their personal decision. I know you
> join us in wishing them well on their future endeavors.

>

> Thank you for writing to us.

>

> Sincerely,
> Mary Ann.

>

> Mary Ann Stewart,
> Chair | Lexington School Committee

>
> -----Original Message-----
> From: school-com-bounces@comet.ci.lexington.ma.us
> [mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Johanna
> Klein
> Sent: Sunday, June 05, 2011 10:32 PM
> To: school-com@comet.ci.lexington.ma.us
> Subject: [School-com] Fiveash and Girondel resignations
>
> To Whom it May Concern:
>
> I've recently become aware that two longstanding and extremely popular
> members of the Lexington High School teaching faculty, Dr. Fiveash and
> Ms. Girondel, have announced their resignations, for reasons that
> appear to center around differences of opinion with the school
> administration.
>
> Although I don't know much about this situation, I did want to express
> my concern, both as a beneficiary of Ms. Girondel's very capable
> teaching, and as a beneficiary of the overall strength and caliber of
> the Lexington school system. It is of course difficult to understand
> from the articles that have been published much about the politics
> behind their decisions to leave, but it certainly comes across as a
> distressing reflection of the attitudes of the administrators. To me,
> it's not only a loss of two great teachers, but it's also a disturbing
> commentary on what's going on in the school system overall. I've
> always felt that I was incredibly lucky to go through the Lexington
> school system, because it provided a great education and, as testament
> to that, sent large numbers of its students (myself included) to
> highly regarded colleges. So much of life is about luck, and we were
> all lucky to come out of a highly ranked high school that helped
> materially in getting us into top schools, which has in turn helped
> out in many ways in our lives. I'm proud of Lexington for that, and
> it would be very sad to me to have Lexington lose its luster in that
> regard, which seems to be what Dr. Fiveash and Ms. Girondel were in
> part implying.
>
> I hope that the administration is taking this issue very seriously and
> is working to ensure that there will be no further attrition of
> important teacher talent.
>
> Best regards,
> Johanna Klein (class of 1994)
>
> _____
> School-com mailing list
> School-com@comet.ci.lexington.ma.us

> <http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>
 >
 >

School-com mailing list
 School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 7,
 2011 2:13:27 AM
 Subject: RE: [School-com] Fiveash and Girondel resignations
 To: "Johanna Klein" <johannaklein@gmail.com> <school-
 com@comet.ci.lexington.ma.us>
 Cc: pash@sch.ci.lexington.ma.us

Dear Johanna,

Thank you for sharing your concerns with the School Committee. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

Dr. Fiveash and Ms. Girondel are indeed outstanding teachers. Their decision to retire at this point was their personal decision. I know you join us in wishing them well on their future endeavors.

Thank you for writing to us.

Sincerely,
 Mary Ann.

Mary Ann Stewart,
 Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
 [mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Johanna Klein
 Sent: Sunday, June 05, 2011 10:32 PM

With Sincere Concern-Beth Davenport

From: BOSH9913 <bosh9913@aol.com> June 5, 2011 9:25:12 PM
Subject: [School-com] Re: Tuesday Meeting
To: School Committee <school-com@comet.ci.lexington.ma.us>

I figured it was best to just forward this email to the whole committee.

Bonnie

Sent from my iPod

On Jun 4, 2011, at 4:39 PM, <zilber16@rcn.com> wrote:

- > Hello,
- >
- > Could you please forward this message onto Mary Ann and Alessandro since I do not have their email? Thank you.
- >
- > I am very disturbed by the addition of voting for Paul Ash's contract at this Tuesday's meeting when so many in our community have questions about decisions he has made and the climate that is being reported in our school system. I too have heard this first hand from staff who are afraid to speak out for fear of loss of their jobs.
- >
- > It appears that Mary Ann added this "agenda item" surreptitiously since she must have known something like the voting of a superintendent's contract wouldn't be a last minute addition?
- >
- > Although messy and will likely prolong the decision, we need to flush out what these concerns and complaints are before renewing his contract. I am asking you

to seriously consider delaying the vote until the you have a clear understanding of what is at stake.

>

> Thank you,

>

> Deborah Zilberman

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Anne Khudari <akf2f@yahoo.com> June 5, 2011 9:23:28 PM
Subject: [School-com] Renewal of Paul Ash's Contract
To: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 1K
Attach1.txt 1K

I understand that a vote is scheduled to be held this Tuesday on the renewal of Dr. Paul Ash's contract. Given the recent upheaval regarding faculty departures at the high school and potentially other schools, I am in support of the delay of this vote until further investigation is done in this matter. It is apparent that the community, as well as some of the Committee members, are interested in pursuing the issue of decisions on faculty; it also appears that time is running short for this calendar year. I agree that a decision to renew the contract at this time may not be in the Committee's nor the community's best interest.

Thank you for your attention,

Yours sincerely

Anne Khudari
Belfry Terrace
Parent of two children in Lexington schools

From: "Paul B. Ash" <pash@sch.ci.lexington.ma.us> June 5, 2011 8:19:30 PM
 Subject: [School-com] Our Schools Article
 To: school-com@comet.ci.lexington.ma.us
 Cc: mcolella@sch.ci.lexington.ma.us ncohen@sch.ci.lexington.ma.us pilar48@aol.com
 llipsitz@sch.ci.lexington.ma.us sflynn@sch.ci.lexington.ma.us
 mdunn@sch.ci.lexington.ma.us acarothers@sch.ci.lexington.ma.us
 strach@sch.ci.lexington.ma.us emead@sch.ci.lexington.ma.us
 manton@sch.ci.lexington.ma.us cpilarski@sch.ci.lexington.ma.us
 rharris@sch.ci.lexington.ma.us tmartellone@sch.ci.lexington.ma.us
 tplati@sch.ci.lexington.ma.us lchase@sch.ci.lexington.ma.us
 Attachments: Attach0.html 2K
 Our Schools, June 9, 2011 final 42K
 Attach2.txt 1K

Dear School Committee Members:

Here is the Our Schools article that will run in this Thursday's newspaper.

Paul

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 5, 2011 10:08:58 PM
 Subject: RE: [School-com] Please delay vote on renewing Dr. Ash's contract
 To: "Ana Karchmer" <ana.karchmer@gmail.com> <school-com@comet.ci.lexington.ma.us>
 Attachments: Attach0.html 7K
 Attach1.txt 1K

Dear Ana,

Thank you for writing and sharing your thoughts with the School Committee.

98

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Ana Karchmer
Sent: Sunday, June 05, 2011 6:13 PM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Please delay vote on renewing Dr. Ash's contract

Hi,

I am writing to request that you delay the vote on Dr. Ash's contract. I fully support the reasons stated in the letter sent by Susan Kenyon.

Thank you,

Ana Karchmer'

17 Columbus Street

Lexington, MA 02421

From: Ana Karchmer <ana.karchmer@gmail.com> June 5, 2011 6:13:28 PM
 Subject: [School-com] Please delay vote on renewing Dr. Ash's contract
 To: school-com@comet.ci.lexington.ma.us
 Attachments: Attach0.html 1K
 Attach1.txt 1K

Hi,
 I am writing to request that you delay the vote on Dr. Ash's contract. I fully support the reasons stated in the letter sent by Susan Kenyon.
 Thank you,
 Ana Karchmer'
 17 Columbus Street
 Lexington, MA 02421

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 5, 2011 10:47:42 PM
 Subject: RE: [School-com] Fwd: Please Delay Vote to Renew Ash's Contract
 To: "'School Committee Committee'" <school-com@comet.ci.lexington.ma.us>
 Attachments: Attach0.html 15K
 Attach1.txt 1K

Jessie,

The executive session was legal and binding. Our vote last Wednesday counts and the contract is valid. As such, we have a School Committee contract agreement with Paul and he intends to sign it in public this Tuesday.

I just received an email from Bob and will forward it to the Committee next. Bob decided it would be prudent to have the action added to our agenda to be in compliance with OML. In any case, we are not bound by a recent decision that took place in Hampden County Superior Court. Bob was taking precautions. Bob will be at our meeting Tuesday to answer any questions.

Mary Ann.

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Jessica Steigerwald
Sent: Sunday, June 05, 2011 10:32 PM
To: School Committee Committee
Subject: [School-com] Fwd: Please Delay Vote to Renew Ash's Contract

Dear Colleagues,

This particular letter raises some serious concerns. At least, to me.

I would like us to have appropriate legal advice and urge us to take the time to have a legal opinion prepared to protect us as a committee and as individuals.

I would rather schedule another meeting and allow time to fully understand the potential liabilities for the town given the proposed length of the contract. My understanding is that we do not have a municipal contract until it is voted in public.

Mary Ann and I had the briefest discussion of this today but I have questions and if anyone else does, we should try to create a safe zone for our committee so we are entirely clear about the laws governing our actions - and that will bind future school committee members - before we finalize anything. I'm not taking or advocating any position, but I want us to be protected.

Susan was a parent at Hastings when I arrived. I don't know her socially - but she was a practicing attorney at the time and a serious-minded volunteer. She may or may not be practicing - or accurate - but I think her letter presents a scenario that could be distressing.

I will call Mary Ann in the morning, but encourage people to consider any questions they might want to have answered.

If we have lessons to learn from our lawyers, maybe they can prepare a document for us. Or, maybe we would need an executive session.

Sincerely, and respectfully,

Attach1.txt 1K

Dear Colleagues,

This particular letter raises some serious concerns. At least, to me.

I would like us to have appropriate legal advice and urge us to take the time to have a legal opinion prepared to protect us as a committee and as individuals.

I would rather schedule another meeting and allow time to fully understand the potential liabilities for the town given the proposed length of the contract. My understanding is that we do not have a municipal contract until it is voted in public.

Mary Ann and I had the briefest discussion of this today but I have questions and if anyone else does, we should try to create a safe zone for our committee so we are entirely clear about the laws governing our actions - and that will bind future school committee members - before we finalize anything. I'm not taking or advocating any position, but I want us to be protected.

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I will call Mary Ann in the morning, but encourage people to consider any questions they might want to have answered.

If we have lessons to learn from our lawyers, maybe they can prepare a document for us. Or, maybe we would need an executive session.

Sincerely, and respectfully,

Jessie

Begin forwarded message:

Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
[mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Tom
Blumenthal
Sent: Sunday, June 05, 2011 4:19 PM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] (no subject)

Please do not rush Paul Ash's contract renewal through. You are making many
fair minded parents wonder why the process is being handled this way.

Thank you.

Tom Blumenthal _____
School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Tom Blumenthal <tblumenthal1@gmail.com> June 5, 2011 4:19:23
PM
Subject: [School-com] (no subject)
To: school-com@comet.ci.lexington.ma.us

Please do not rush Paul Ash's contract renewal through. You are making many fair
minded parents wonder why the process is being handled this way.

Thank you.

Tom Blumenthal _____
School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 5, 2011 8:58:51 PM
Subject: RE: [School-com] teacher morale issue/contract renewal Paul Ash
To: "Leslie Stebbins" <lesliestebbins@gmail.com> <school-com@comet.ci.lexington.ma.us>

Dear Leslie,

Thank you for sharing your concerns with the School Committee.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
[mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Leslie Stebbins
Sent: Sunday, June 05, 2011 9:55 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] teacher morale issue/contract renewal Paul Ash

Dear Members of the School Committee,

I am very concerned about the issue of teacher morale at LHS. I think this is an issue that needs addressing soon and I also would like very much to suggest that Paul Ash's contract renewal vote be delayed by a few weeks so that we can discuss this issue and it is not swept under the rug.

This is more than a few teachers leaving -- it is a general atmosphere of control and standardization at LHS that leaves teachers fearful and prevents them from having any autonomy or ability to be creative in their classrooms.

Please delay the contract renewal vote, and please, let's discuss this issue as a community and work toward improving things.

best--

Leslie Stebbins, M.Ed., MLIS
Director for Research
Consulting Services for Education
www.cs4ed.com

978-888-4489
781-863-2929
Leslie_Stebbins@post.harvard.edu

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Leslie Stebbins <lesliestebbins@gmail.com> June 5, 2011 9:54:51 AM
Subject: [School-com] teacher morale issue/contract renewal Paul Ash
To: school-com@comet.ci.lexington.ma.us

Dear Members of the School Committee,

I am very concerned about the issue of teacher morale at LHS. I think this is an issue that needs addressing soon and I also would like very much to suggest that Paul Ash's contract renewal vote be delayed by a few weeks so that we can discuss this issue and it is not swept under the rug.

This is more than a few teachers leaving -- it is a general atmosphere of control and standardization at LHS that leaves teachers fearful and prevents them from having any autonomy or ability to be creative in their classrooms.

Please delay the contract renewal vote, and please, let's discuss this issue as a community and work toward improving things.

best--

Leslie Stebbins, M.Ed., MLIS
 Director for Research
 Consulting Services for Education
www.cs4ed.com

978-888-4489
 781-863-2929
Leslie_Stebbins@post.harvard.edu

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Jessica Steigerwald <jess@shininghours.com> June 4, 2011
 12:34:56 PM
 Subject: [School-com] Re: Contract next steps?
 To: "maryann@redoniondesign.com" <maryann@redoniondesign.com>
 Cc: School Committee <school-com@comet.ci.lexington.ma.us>

Will you circulate the new agenda to us- and to the community? I think the contract discussion needs to be very clear and transparent. If we cant get word out, I would rather have another meeting on the date we held.

Jessie Steigerwald

On Jun 4, 2011, at 11:51 AM, maryann@redoniondesign.com wrote:

> We were able to add Paul's contract to the Agenda - it will be during Action Items. I'm awaiting language from Bob Fraser, who said he would get to me by Monday

evening.

>
> Please release Monday June 13 date we were holding for additional Executive Session.

>
> Mary Ann.

>
>
> -----Original Message-----

> From: Jessie Steigerwald
> To: Home Stewart
> Subject: Contract next steps?
> Sent: Jun 3, 2011 10:18 AM

>
> Hi Maryann,

>
> What are the next steps for contract issue? Timing and voting? I don't see it on agenda and wondered if that means you are planning to add another meeting. We all agreed to hold open an extra Evening if necessary and I'm wondering if you want us to release it or hold it?

>
> Thanks,

>
> Jessie

>
> Sent from my Verizon Wireless BlackBerry

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: maryann@redoniondesign.com June 4, 2011 11:51:32 AM
Subject: [School-com] Re: Contract next steps?
To: "Jessie Steigerwald" <jess@shininghours.com>
Cc: School Committee <school-com@comet.ci.lexington.ma.us>

We were able to add Paul's contract to the Agenda - it will be during Action Items. I'm awaiting language from Bob Fraser, who said he would get to me by Monday

evening.

Please release Monday June 13 date we were holding for additional Executive Session.

Mary Ann.

-----Original Message-----

From: Jessie Steigerwald
To: Home Stewart
Subject: Contract next steps?
Sent: Jun 3, 2011 10:18 AM

Hi Maryann,

What are the next steps for contract issue? Timing and voting? I don't see it on agenda and wondered if that means you are planning to add another meeting. We all agreed to hold open an extra Evening if necessary and I'm wondering if you want us to release it or hold it?

Thanks,

Jessie

Sent from my Verizon Wireless BlackBerry

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Jessica Steigerwald <jess@shininghours.com> June 3, 2011
6:31:36 PM
Subject: Re: [School-com] "open letter" may 25th
To: Margaret Coppe <mecoppe@gmail.com>
Cc: School Committee Committee <school-com@comet.ci.lexington.ma.us>
Attachments: Attach0.html 2K
Attach1.txt 1K

I can't get to a scanner now but agree Paul should see it as soon as we can get it to him.

Jessie Steigerwald

On Jun 3, 2011, at 4:54 PM, Margaret Coppe <[mailto:mecoppe@gmail.com]mecoppe@gmail.com> wrote:

I believe we all received a copy of the unsigned letter in our packets. I am unclear as to what a discussion would look like. I feel the letter states it all. And it does bother me that it is unsigned.

Has Paul seen it?

Margaret

On Fri, Jun 3, 2011 at 2:53 PM, Jessica Steigerwald <[mailto:jess@shininghours.com]jess@shininghours.com> wrote:

Dear Colleagues,

Did anyone else receive the open letter in their packet? I request we plan to have an executive session to discuss this. If we are allowed to meet for such purpose - with Paul is fine with me. Also request Maryann maybe check in with Phyllis? I realize it is unsigned - but think we should discuss as group.

Jessie Steigerwald

School-com mailing list

[mailto:School-com@comet.ci.lexington.ma.us]School-com@comet.ci.lexington.ma.us

[http://comet.ci.lexington.ma.us/mailman/listinfo/school-com]http://comet.ci.lexington.ma.us/mailman/listinfo/school-com

Attached please find my letter concerning the recent teacher departures at LHS.

From: Rebecca Reynolds Moore <reba2moore@gmail.com> June 6,
2011 5:22:40 PM
Subject: [School-com] Fwd: Lexington School Committee Meeting Agenda for
6/7/11
To: school-com@comet.ci.lexington.ma.us
Cc: Justine Wirtanen <juwirtanen@verizon.net>
Attachments: Attach0.html 11K
6_7_11 SC Agenda.doc 45K
Attach2.txt 1K

Dear School Committee Members,

We just learned from a number of Bridge and Hastings parents that Dr. Ash's contract is going to be negotiated at tomorrow's School Committee meeting. I'm not sure why this did not appear on the S.C. Agenda that was distributed to us on Friday (see below), or why this was not mentioned at our PTA President's meeting on Wednesday. We feel rather blindsided. We have been receiving a flurry of emails today from parents who are shocked that Dr. Ash's contract is up for renewal and furious that there has been no opportunity for public comment on the School Committee's decision.

I must say that we were also very disappointed that there was no advanced notice when the PTAs were solicited for their feedback via an email survey and the deadline passed before we had a chance to answer the survey (I believe it was during school vacation week) let alone had the time to solicit feedback from the Bridge community. As new PTA presidents, we have not been informed about the process for reviewing or renewing Dr. Ash's contract, and therefore are ill-equipped to respond to the parents who would like to delay the Superintendent's contract and give their feedback to the School Committee.

Please advise,

Sincerely,

Rebecca Moore & Justine Wirtanen

Bridge PTA Co-Presidents

----- Forwarded message -----

From: Miriam Sousa <[mailto:msousa@sch.ci.lexington.ma.us] msousa@sch.ci.lexington.ma.us>

Date: Fri, Jun 3, 2011 at 7:50 AM

Subject: Lexington School Committee Meeting Agenda for 6/7/11

To: [mailto:school-com@comet.ci.lexington.ma.us] school-com@comet.ci.lexington.ma.us, [mailto:noah@noahcoolidge.com] noah@noahcoolidge.com, "Paul B. Ash" <[mailto:pash@sch.ci.lexington.ma.us] pash@sch.ci.lexington.ma.us>, [mailto:leorat@alumni.duke.edu] leorat@alumni.duke.edu

Cc: [mailto:guillermo@lexmedia.org] guillermo@lexmedia.org, [mailto:josephjordimarques@gmail.com] josephjordimarques@gmail.com, Phyllis Neufeld <[mailto:neufeld@sch.ci.lexington.ma.us] neufeld@sch.ci.lexington.ma.us>

Please find attached and in the body of this email below the agenda for the upcoming School Committee meeting on Tuesday, June 7.

Miriam

Miriam Sousa

Administrative Assistant
to the Superintendent

Lexington Public Schools

[tel:781-861-2550%2C%20ext.%20212] 781-861-2550, ext. 212

LEXINGTON SCHOOL COMMITTEEMEETING

Tuesday, June 7, 2011

Lexington Town Office Building, Selectmen's Meeting Room
1625 Massachusetts Avenue

7:30 p.m. Call to Order and Welcome:

Public Comment – (Written comments to be presented to the School Committee; oral presentations not to exceed three minutes.)

7:40 p.m. Superintendent's Announcements:

7:45 p.m. Members' Reports / Members' Concerns:

7:55 p.m. Discussion Items:

1. ING/MASBO Finance Award (10 minutes)
2. K-5 Pro-Social Skills Program (20 minutes)

3. FY12 Budget Changes (30 minutes)
4. FY11 Budget Changes (20 minutes)
5. New England Association of Schools and Colleges Two-Year Progress Report for Lexington High School (20 minutes)
6. Superintendent's End-of-Year Report (30 minutes)

10:05 p.m. Action Items:

1. Vote to Approve 2012-2013 School Calendar (10 minutes)
2. Vote to Approve Jonas Clarke Middle School Field Trip to LaGuácima de Alajuela, Costa Rica, March 8 through March 17, 2012 (10 minutes)
3. Vote to Approve Lexington High School Field Trip to Stockholm, Sweden; Helsinki, Finland; and Tartu and Tallinn, Estonia, April 12 through April 22, 2012 (10 minutes)
4. Vote to Approve Lexington High School Science Team Trip to New Brunswick, Canada, July 24 through July 29, 2011 (5 minutes)
5. Vote to Accept a \$100 Donation to the William G. Tapply Memorial Fund (2 minutes)
6. Vote to Approve School Committee Minutes of April 11, 2011 (2 minutes)
7. Vote to Approve School Committee Minutes of May 10, 2011 (2 minutes)

10:46 p.m. Executive Session (Collective Bargaining):

All agenda items and the order of items are approximate and subject to change.

--

Rebecca Reynolds Moore~~~~~

From: "Miriam Sousa" <msousa@sch.ci.lexington.ma.us> June 3, 2011
 7:50:35 AM
 Subject: [School-com] Lexington School Committee Meeting Agenda for 6/7/11
 To: school-com@comet.ci.lexington.ma.us noah@noahcoolidge.com

pash@sch.ci.lexington.ma.us leorat@alumni.duke.edu
 Cc: neufeld@sch.ci.lexington.ma.us guillermo@lexmedia.org
 josephjordimarques@gmail.com
 Attachments: Attach0.html 9K
 6_7_11 SC Agenda.doc 45K
 Attach2.txt 1K

Please find attached and in the body of this email below the agenda for the upcoming School Committee meeting on Tuesday, June 7.

Miriam

Miriam Sousa
 Administrative Assistant
 to the Superintendent
 Lexington Public Schools
 781-861-2550, ext. 212

LEXINGTON SCHOOL COMMITTEEMEETING
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 Lexington Town Office Building, Selectmen's Meeting Room
 1625 Massachusetts Avenue

7:30 p.m. Call to Order and Welcome:
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10:46 p.m. Executive Session (Collective Bargaining):

All agenda items and the order of items are approximate and subject to change.

From: "Paul B. Ash" <pash@sch.ci.lexington.ma.us> June 2, 2011 10:54:53 PM
 Subject: [School-com] Draft Our Schools Article
 To: school-com@comet.ci.lexington.ma.us
 Attachments: Attach0.html 2K
 OUR SCHOOLS.doc 37K
 Attach2.txt 1K

Dear School Committee Members:

Earlier today, I met with Jessie. She suggested I write an Our Schools article that directly addresses resident questions about teacher morale. I agree that Jessie is right and such an article may help alleviate parent concerns.

Please read the attached draft and let me know what you think. It's late at night am I sure the document needs edits. I really look forward to your feedback.

Paul

Miriam Sousa
 Administrative Assistant
 to the Superintendent
 Lexington Public Schools
 781-861-2550, ext. 212

From: Patrick Mehr <patrick.mehr@gmail.com> June 2, 2011 11:27:44 AM
 Subject: [School-com] Re: [lex-tmma] Are our schools as good as we think?
 To: Lex School Committee <school-com@comet.ci.lexington.ma.us>
 Cc: email list Lex TMMA <lex-tmma@yahoogroups.com>
 pash@sch.ci.lexington.ma.us
 Attachments: Attach0.html 28K
 Attach1.txt 1K

Mary Ann:

I don't understand what you wrote, and found it (again) unnecessarily defensive. I hope our schools don't take what's in the video too seriously -- now on Facebook, I find it a waste of time, like TV, which my kids were never allowed to watch... -- but rather, help turn our students into solid, critical, non-defensive thinkers.

You told the Minuteman "[...] information is tracked with respect to number of teachers who retire or resign, and [when] that's compared with national trends, retirements and turnover is much lower than national rates." ([<http://wickedlocal.com/lexington/news/x724664778/School-Committee-wont-take-up-teacher-morale-issue-before-fall>] wickedlocal.com/lexington/news/x724664778/School-Committee-wont-take-up-teacher-morale-issue-before-fall).

Why is that information not shared on this list? I asked for it several times.

And our schools should not compare themselves to "national trends" but to school systems like Concord, Lincoln, Brookline or Newton. We could cut our school budget in half and (sadly) our schools would still do far better than "national

trends".

Patrick Mehr
Pct 3

On May 28, 2011, at 2:08 PM, Mary Ann Stewart wrote:

Dear Patrick:

Shift happens ([<http://www.youtube.com/watch?v=Z4gt62uAasE>]<http://www.youtube.com/watch?v=Z4gt62uAasE>)

The shift is non-linear, not without challenges. The emphasis is on collaboration, accountability, teamwork. That Mr. Bogart noticed it about six years ago sounds about right; Dr. Ash has been committed to these goals from the outset; they have been foundational as he has developed his team. Does it require trust? Definitely. Trust takes support, experience, and time. The shift is from teaching to learning. Gone are the quaint days of the one-room school house. That is different than today. Different does not mean deficient. The shift requires using multiple strategies, sourcing media, creating original work developed in collaboration with others sharing the same goals for all students.

Ultimately, everything about the system must support all students well. Feedback is continuous even as the rapid pace of change continues. Students today need to be prepared for college, career, and life beyond. The shift is beyond what teachers want students to know and about focusing students on the complex application of knowledge to solve problems. As has been noted elsewhere, we are preparing students for jobs that don't yet exist using technologies that haven't been invented in order to solve problems we do not know are problems yet. Teaching not only requires a strong foundation from teacher preparation programs, it requires an attitude for continuous learning that is supported by professional development in a

culture fostering collaborative work with colleagues to build trust and develop confidence.

I respectfully disagree with Mr. Anderson's view that our schools are becoming more standardized at the expense of meaningful and enjoyable learning. It's true that state and federal governments (vis-à-vis MERA and ESEA/NCLB, respectively) require greater accountability from the educational enterprise. And while we may all like to see fewer bubble tests, assessments from multiple measures developed by teachers identify individual students' needs better. I believe our schools are well run and, further, continue to move toward greater responsiveness, flexibility, creativity, and student-centered learning. Our schools are better than they were last week and even better than we thought six years ago. And, they continue to improve.

Mary Ann Stewart

TMM Precinct 1 | Chair, Lexington School Committee

From: [mailto:lex-tmma@yahoogroups.com]lex-tmma@yahoogroups.com
[mailto:lex-tmma@yahoogroups.com] On Behalf Of Patrick Mehr
Sent: Friday, May 27, 2011 11:29 AM
To: Lex School Committee
Cc: Paul Ash; email list Lex TMMA
Subject: Fwd: [lex-tmma] Are our schools as good as we think? [1 Attachment]

In the Minuteman, another stellar teacher, Steve Bogart, says this about our High School:

Bogart insists he has felt a shift in the school's approach, which he said has contributed to a decline in the teaching atmosphere at LHS. "It's a strange place now to me. There is a lot of fear. People are afraid to speak their minds," he said. "People have been coming up to me, colleagues, saying privately they are sad about the school; they are frightened about their jobs; they feel like they have to look over their shoulder." ([<http://wickedlocal.com/lexington/news/x1908281889/Lexington-High-drama-teacher-Steven-Bogart-to-retire>]wickedlocal.com/lexington/news/x1908281889/Lexington-High-drama-teacher-Steven-Bogart-to-retire)

Is the School Committee seriously looking into what is going on under our Superintendent's leadership, hopefully before it is too late -- if we no longer are a premier public school system, able to attract and keep the very best teachers?

Given the School Committee's lack of answer to my email below or to [<http://groups.yahoo.com/group/lex-tmma/message/14102>]groups.yahoo.com/group/lex-tmma/message/14102, I'm afraid the answer to my question above is NO. I hope I am wrong...

12.0

Patrick Mehr

Pct 3

From: Patrick Mehr <[mailto:patrick.mehr@gmail.com]patrick.mehr@gmail.com>

Date: May 20, 2011 12:43:54 PM EDT

To: Lex School Committee <[mailto:school-com@comet.ci.lexington.ma.us]school-com@comet.ci.lexington.ma.us>

Cc: Paul Ash <[mailto:pash@sch.ci.lexington.ma.us]pash@sch.ci.lexington.ma.us>, email list Lex TMMA <[mailto:lex-

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 7, 2011 3:10:06 AM
Subject: RE: [School-com] Delay consideration of Contract for Dr. Ash by 1 week
To: "Alan Lazarus" <ajl@MIT.EDU> <school-com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us

Dear Alan,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy community members in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
[mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Alan Lazarus
Sent: Monday, June 06, 2011 11:51 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Delay consideration of Contract for Dr. Ash by 1 week

I urge that the Contract discussion be delayed for 1 week because of lack of sufficient notice to the public.

Thanks

Alan Kazarus

Website: [Meal Makeover Moms](#)
Blog: [Meal Makeover Moms' Kitchen](#)
Podcast: [Cooking with the Moms](#)
Twitter: @LizWeiss

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 3:47:53 AM
Subject: RE: [School-com] Please delay vote on Dr. Ash's contract
To: "Carol S" <cselemon@hotmail.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 7K
Attach1.txt 1K

Dear Carol,

The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well. The presentation and discussion of the issues you raise will be addressed at our meeting tonight.

Thank you for writing to the School Committee.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
 7, 2011 3:44:31 AM
 Subject: RE: [School-com] Lexington Highschool
 To: "'Tina Jaillet'" <tkjaillet62@gmail.com> <school-
 com@comet.ci.lexington.ma.us>
 Cc: pash@sch.ci.lexington.ma.us

Dear Tina,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

Mme. Girondel and Mr. Bogart are indeed outstanding teachers. Their decision to retire at this point was their personal decision. I know you join us in wishing them well on their future endeavors.

The presentation and discussion of the issues you raise will be addressed at our meeting tonight. We understand the challenges to busy people in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,
 Mary Ann.

Mary Ann Stewart,
 Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
 [mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Tina
 Jaillet
 Sent: Monday, June 06, 2011 10:42 AM
 To: school-com@comet.ci.lexington.ma.us
 Subject: [School-com] Lexington Highschool

Dear School Committee Members,
 While I fear it is too late to convince departing teachers to change their minds, I want to let you know how deeply sorry I am that my family is loosing "Mme Gligi" . She has been a wonderful influence on our son! For

someone of her fiber and experience to opt out just astonishes me. While my son did not have Mr Bogart as an instructor, we have attended many performances that were staged under his guidance. What a loss to the community!

What is wrong at Lexington High? Why are some of our best teachers so frustrated that they feel so hopeless? What is your response and how can the community support the teachers?

Please give the teachers hope and support. Let them know you are hearing their concerns and that you are looking in to the integrity of our schools.

I dread reading more articles in our local paper about teacher attrition and discontent.

Most Sincerely,
Tina Jaillet

15 Diana Ln _____

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Tina Jaillet <tkjaillet62@gmail.com> June 6, 2011 10:41:30 AM
Subject: [School-com] Lexington Highschool
To: school-com@comet.ci.lexington.ma.us

Dear School Committee Members,
While I fear it is too late to convince departing teachers to change their minds, I want to let you know how deeply sorry I am that my family is losing "Mme Gligi" . She has been a wonderful influence on our son! For someone of her fiber and experience to opt out just astonishes me. While my son did not have Mr Bogart as an instructor, we have attended many performances that were staged under his guidance. What a loss to the community!
What is wrong at Lexington High? Why are some of our best teachers so frustrated that they feel so hopeless? What is your response and how can the community support the teachers?
Please give the teachers hope and support. Let them know you are hearing their concerns and that you are looking in to the integrity of our schools.
I dread reading more articles in our local paper about teacher attrition and discontent.
Most Sincerely,

Tina Jaillet
 15 Diana Ln _____
 School-com mailing list
 School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
 7, 2011 3:39:49 AM
 Subject: RE: [School-com] School Committe Meeting June 7, 2011
 To: <Richard_Larrabee@doioig.gov> <school-
 com@comet.ci.lexington.ma.us>
 Cc: pash@sch.ci.lexington.ma.us

Dear Richard,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,
 Mary Ann.

Mary Ann Stewart,
 Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
 [mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of
 Richard_Larrabee@doioig.gov

176

Sent: Monday, June 06, 2011 10:27 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] School Committe Meeting June 7, 2011

I write to request that the vote on the contract renewal for Superintendent Ash be delayed until town residents/parents are allowed the opportunity to comment on the various disturbing issues surrounding our school system; such as the recently reported teacher-morale issues and the detrimental change of the culture within our school system that is driving valuable teachers away from Lexington.

Thank you.

Richard J. Larrabee
Lexington Parent

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Richard_Larrabee@doioig.gov June 6, 2011 10:27:19 AM
Subject: [School-com] School Committe Meeting June 7, 2011
To: school-com@comet.ci.lexington.ma.us

I write to request that the vote on the contract renewal for Superintendent Ash be delayed until town residents/parents are allowed the opportunity to comment on the various disturbing issues surrounding our school system; such as the recently reported teacher-morale issues and the detrimental change of the culture within our school system that is driving valuable teachers away from Lexington.

Thank you.

Richard J. Larrabee
Lexington Parent

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Kristine Wise <Kristine_wise@yahoo.com> June 6, 2011
10:18:24 AM
Subject: [School-com] Please delay your Vote
To: "school-com@comet.ci.lexington.ma.us" <school-com@comet.ci.lexington.ma.us>

To Whom It Should Concern,

Please delay your vote on the extension of Paul Ash's contract. There are too many indicators concerning teacher morale to ignore and it bears further investigation. As School Committee members, it is incumbent upon you to perform the due diligence required in this investigation in order to come to the best determination of this matter.

In addition to the question of teacher morale, some proactive action should be taken by Lexington's Superintendent, in conjunction with the School Committee, (and Town Manager/s) to become better at determining incoming student numbers to Lexington's schools. The current method appears to be antiquated in the extreme. Given the volume of new home construction, many of which are tear downs, with larger homes, i.e., more bedrooms, taking place of the previous domiciles, it appears evident that there is a trend taking place here. The trend indicates that families are moving into Lexington for it's highly ranked public school system. While developers and Town Manager's welcome the arrivals, our classrooms are at maximum capacity at a time when numerous cutbacks are occurring within our schools, such as the elimination of teaching positions. At the current rate, Lexington's rankings will decline.

I hope that School Committee Members proceed cautiously on the vote to extend Paul Ash's contract. The concerns raised are serious and demand thoughtful consideration. Please take the time to properly review the information at hand. Interview teachers and administrators across the spectrum in order to reach well balanced, fair and impartial decision.

12.8

Respectfully,
Kristine Wise

Sent from my iPad
School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 7, 2011 3:35:44 AM
Subject: RE: [School-com] Delay your vote on Dr Ash
To: "Beth Mace" <bmace@AEW.com> <school-com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us georgia@harris.name
Attachments: Attach0.html 9K
Attach1.txt 1K

Dear Beth,

Thank you for sharing your concern with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinion. I have copied Dr. Ash on this reply so that he is also aware.

The presentation and discussion of the issue raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Beth Mace
Sent: Monday, June 06, 2011 9:59 AM
To: 'school-com@comet.ci.lexington.ma.us'
Cc: 'georgia@harris.name'
Subject: [School-com] Delay your vote on Dr Ash

Pls. delay your vote on Dr Ash on Tuesday June 7 until the community weighs in with their opinion.

Sincerely,

Beth Burnham Mace
59 Albemarle Avenue
Lexington, MA 02420

To: "Elisabeth Harvey" <lisbeth@rcn.com> <school-com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us

Dear Elisabeth,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Dr. Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
[mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Elisabeth Harvey
Sent: Monday, June 06, 2011 9:55 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Dr. Ash's contract

I am requesting a delay in voting on Dr. Ash's renewal of his contract so that a survey of parents at large can be included in the discussion process.

Thank you,
Elisabeth Harvey
31 Partridge Rd.
Children at LHS, Diamond and Estabrook
schools_____

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy community members in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Sam Silverman
Sent: Monday, June 06, 2011 9:42 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Vote on contract extension

Sirs/Madams: As a Town Meeting Member I add my voice to those asking for an extension on Dr. Ash's contract. This should in no way be taken as an implication of a position for or against the extension of his contract – it is simply for allowing the public to have appropriate time to think about and express their opinions on the matter.

We had a vote in the last hours of town meeting with no time for preparation and discussion,

and this was followed in the subsequent weeks with much dissatisfaction and discussion among Town Meeting Members. Let us not repeat that experience.

Sam Silverman, Pct. 5

From: "Sam Silverman" <smpr111@verizon.net> June 6, 2011
9:41:47 AM
Subject: [School-com] Vote on contract extension
To: <school-com@comet.ci.lexington.ma.us>
Attachments: Attach0.html 3K
Attach1.txt 1K

Sirs/Madams: As a Town Meeting Member I add my voice to those asking for an extension on Dr. Ash's contract. This should in no way be taken as an implication of a position for or against the extension of his contract – it is simply for allowing the public to have appropriate time to think about and express their opinions on the matter.

We had a vote in the last hours of town meeting with no time for preparation and discussion, and this was followed in the subsequent weeks with much dissatisfaction and discussion among Town Meeting Members. Let us not repeat that experience.

Sam Silverman, Pct. 5

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 3:25:51 AM
Subject: RE: [School-com] Review of Ash's contract
To: <lbjlexington@aol.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us

Attachments: Attach0.html 10K
Attach1.txt 1K

Dear Lynne,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** lbjlexington@aol.com

Sent: Monday, June 06, 2011 9:35 AM

To: school-com@comet.ci.lexington.ma.us

Subject: [School-com] Review of Ash's contract

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 3:06:39 AM
Subject: RE: [School-com] Defer vote on Dr. Ash's contract
To: <evelehmann@aol.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 12K
Attach1.txt 1K

Dear Alan and Eve,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Dr. Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** evelehmanna@aol.com
Sent: Monday, June 06, 2011 9:24 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Defer vote on Dr. Ash's contract

To the Members of the Lexington School Committee

As parents of two children in the Lexington Public School system and as citizens of Lexington, we write to express our concern about the issue of faculty morale that has attracted much attention in recent weeks. We ask that you defer the vote on Paul Ash's contract until the Committee is able to address this matter in more detail.

Committed, passionate, and experienced teachers are the heart and soul of a good

school system. Teachers who inspire and motivate, teachers who are remembered and loved long after students move on in their lives, teachers who leave an indelible mark on the lives of their students—these are the teachers we must value the most. These are the exemplary educators that can serve as role models and mentors to other teachers. The administration needs to support and cultivate such teachers—allowing their creativity to flourish and their spirit to be respected.

Reports that there has been a negative cultural shift in recent years is of great concern. Any indication that teachers in Lexington are “afraid to speak their mind” is completely untenable. Any sign that faculty morale has declined is unacceptable. And any hint that Lexington may not be as good a place for teachers to work as it used to be warrants additional investigation by the School Committee.

Please delay the vote on Dr. Ash’s contract while you address issues.

Thank you

Alan and Eve Lehmann

Munroe Road

evelehmann@aol.com

alanlehmann123@aol.com

From: evelehmanna@aol.com June 6, 2011 9:23:46 AM
 Subject: [School-com] Defer vote on Dr. Ash's contract
 To: school-com@comet.ci.lexington.ma.us
 Attachments: Attach0.html 3K
 Attach1.txt 1K

To the Members of the Lexington School Committee

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Please delay the vote on Dr. Ash's contract while you address issues.
 Thank you

Alan and Eve Lehmann
Munroe Road
evelehmann@aol.com
alanlehmann123@aol.com

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 8:23:22 AM
Subject: RE: [School-com] Delay vote on Dr. Ash's contract
To: "David Kluchman" <dkluchman@gmail.com>
Cc: school-com@comet.ci.lexington.ma.us
pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 7K
Attach1.txt 1K

Dear David,

Thank you for clarifying.

Mary Ann.

From: David Kluchman [mailto:dkluchman@gmail.com]
Sent: Tuesday, June 07, 2011 7:54 AM
To: Mary Ann Stewart
Cc: school-com@comet.ci.lexington.ma.us; Paul B. Ash
Subject: RE: [School-com] Delay vote on Dr. Ash's contract

To clarify my position which may be different from others who have contacted you, my issue is with the meeting schedule of the SC, not Dr. Ash.

David Kluchman (from phone...)

dkluchman@gmail.com

617-826-9624

On Jun 7, 2011 3:05 AM, "Mary Ann Stewart" <MaryAnn@redoniondesign.com> wrote:

> Dear David,

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> Thank you for sharing your concern with the School Committee. The Committee
> has received a high volume of emails on this issue and has been reading all
> of them. We value your opinion. I have copied Dr. Ash on this reply so
> that he is also aware.

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> The presentation and discussion of the issue you raised here will be
> addressed at our meeting tonight. We understand the challenges to busy
> families in attending our meeting in person and hope you will consider
> viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org
> <<http://www.lexmedia.org/>>) and remain engaged in the on-going process.

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> Thank you for writing to us.

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> Sincerely,

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> Mary Ann.

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> Mary Ann Stewart,

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 > Chair | Lexington School Committee
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 > _____
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 > From: school-com-bounces@comet.ci.lexington.ma.us
 > [<mailto:school-com-bounces@comet.ci.lexington.ma.us>] On Behalf Of David
 > Kluchman
 > Sent: Monday, June 06, 2011 9:23 AM
 > To: school-com@comet.ci.lexington.ma.us
 > Subject: [School-com] Delay vote on Dr. Ash's contract
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 >
 > I would like to encourage you to consider the request of those asking for a
 > delay on the vote on Dr. Ash's contract
 >
 > David Kluchman (from phone...)
 > dkluchman@gmail.com
 > 617-826-9624
 >

 From: David Kluchman <dkluchman@gmail.com> June 7, 2011
 7:54:11 AM
 Subject: RE: [School-com] Delay vote on Dr. Ash's contract
 To: Mary Ann Stewart <MaryAnn@redoniondesign.com>
 Cc: school-com@comet.ci.lexington.ma.us
pash@sch.ci.lexington.ma.us
 Attachments: Attach0.html 3K
 Attach1.txt 1K

To clarify my position which may be different from others who have contacted you, my
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David Kluchman (from phone...)

dkluchman@gmail.com
617-826-9624

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> <http://www.lexmedia.org/>) and remain engaged in the on-going process.

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> Thank you for writing to us.

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> Sincerely,

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> Mary Ann.

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> Mary Ann Stewart,

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> Chair | Lexington School Committee

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> _____

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> From: school-com-bounces@comet.ci.lexington.ma.us

> [<mailto:school-com-bounces@comet.ci.lexington.ma.us>] On Behalf Of David
 > Kluchman
 > Sent: Monday, June 06, 2011 9:23 AM
 > To: school-com@comet.ci.lexington.ma.us
 > Subject: [School-com] Delay vote on Dr. Ash's contract
 >
 >
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 > I would like to encourage you to consider the request of those asking for a
 > delay on the vote on Dr. Ash's contract
 >
 > David Kluchman (from phone...)
 > dkluchman@gmail.com
 > 617-826-9624
 >

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
 7, 2011 3:05:00 AM
 Subject: RE: [School-com] Delay vote on Dr. Ash's contract
 To: "David Kluchman" <dkluchman@gmail.com> <school-com@comet.ci.lexington.ma.us>
 Cc: pash@sch.ci.lexington.ma.us
 Attachments: Attach0.html 7K
 Attach1.txt 1K

Dear David,

Thank you for sharing your concern with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinion. I have copied Dr. Ash on this reply so that he is also aware.

The presentation and discussion of the issue you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the

proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** David Kluchman
Sent: Monday, June 06, 2011 9:23 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Delay vote on Dr. Ash's contract

I would like to encourage you to consider the request of those asking for a delay on the vote on Dr. Ash's contract

David Kluchman (from phone...)
dkluchman@gmail.com
617-826-9624

From: David Kluchman <dkluchman@gmail.com> June 6, 2011
9:23:25 AM
Subject: [School-com] Delay vote on Dr. Ash's contract
To: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 1K
Attach1.txt 1K

I would like to encourage you to consider the request of those asking for a delay on the vote on Dr. Ash's contract

David Kluchman (from phone...)
dkluchman@gmail.com
617-826-9624

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 3:02:36 AM
Subject: RE: [School-com] Dr. Ash's Contract Renewal Vote
To: "Nora Ghillany" <nghillany@gmail.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us

Dear Nora and Joseph,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
[mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Nora
Ghillany
Sent: Monday, June 06, 2011 9:14 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Dr. Ash's Contract Renewal Vote

We are writing to request that the upcoming vote tomorrow to extend
Superintendant Ash's contract be delayed. Serious concerns about low
teacher morale at both Lexington High School and Diamond Middle School
should be thoroughly investigated by the School Committee before the
contract renewal comes up for vote. Rushing a vote before any investigation
and public comment are possible does a great disservice both to the town and to the many excellent
Lexington school teachers we may well be in danger of losing.

Sincerely,

Nora Ghillany and Joseph Lehar
33 Parker St.

Sent from my iPhone-----
School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Nora Ghillany <nghillany@gmail.com> June 6, 2011 9:14:17 AM
Subject: [School-com] Dr. Ash's Contract Renewal Vote
To: "school-com@comet.ci.lexington.ma.us" <school-com@comet.ci.lexington.ma.us>

We are writing to request that the upcoming vote tomorrow to extend Superintendent Ash's contract be delayed. Serious concerns about low teacher morale at both Lexington High School and Diamond Middle School should be thoroughly investigated by the School Committee before the contract renewal comes up for vote. Rushing a vote before any investigation and public comment are possible does a great disservice both to the town and to the many excellent Lexington school teachers we may well be in danger of losing.

Sincerely,

Nora Ghillany and Joseph Lehar
33 Parker St.

Sent from my iPhone
School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: alessandrini@comcast.net June 6, 2011 9:06:01 AM
Subject: Re: [School-com] Re: Contract next steps?
To: maryann@redoniondesign.com
Cc: School Committee <school-com@comet.ci.lexington.ma.us>
pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 3K
Attach1.txt 1K

I'm just catching up with all the e-mails after a busy weekend and I really think that we should have kept to the original date June 13th as a time to dedicate to Paul's contract.

Reasons:

We just finished telling the public that we cannot put an agenda item, such as Teacher's Morale, last minute.

We are going to discuss the calendar, which is going to also have its pros and cons.

We will be discussing positive news...reduction of instrumental fees, ELMOs, etc., and all will be lost or forgotten if we discuss Paul's contract.

Rushing this looks like that we definitely don't listen to the public. We should be able to listen to the pros and cons from the community.

This are just some of my thoughts and keeping to our original schedule will not hurt anything. Remember, we need everyone on board for the debt exclusion.

Sandro

----- Original Message -----

From: maryann@redoniondesign.com

To: "Jessie Steigerwald" <jess@shininghours.com>

Cc: "School Committee" <school-com@comet.ci.lexington.ma.us>

Sent: Saturday, June 4, 2011 11:51:32 AM

Subject: [School-com] Re: Contract next steps?

We were able to add Paul's contract to the Agenda - it will be during Action Items. I'm awaiting language from Bob Fraser, who said he would get to me by Monday evening.

Please release Monday June 13 date we were holding for additional Executive Session.

Mary Ann.

-----Original Message-----

From: Jessie Steigerwald

To: Home Stewart

Subject: Contract next steps?

Sent: Jun 3, 2011 10:18 AM

Hi Maryann,

What are the next steps for contract issue? Timing and voting? I don't see it on agenda and wondered if that means you are planning to add another meeting.

We all agreed to hold open an extra Evening if necessary and I'm wondering if you want us to release it or hold it?

Thanks,

Jessie

Sent from my Verizon Wireless BlackBerry

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 2:59:43 AM
Subject: RE: [School-com] Ash's Contract
To: "Sally Strano" <sastrano@verizon.net> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 8K
Attach1.txt 1K

Dear Sally,

Thank you for sharing your concern with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinion and take your concern seriously. I have copied Superintendent Ash on this reply so that he is also aware.

The presentation and discussion of the issue raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Sally Strano
Sent: Monday, June 06, 2011 9:02 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Ash's Contract

As a community member, I would like to express my opinion that Dr. Ash's contract should be considered for renewal only after further review of the issues regarding teacher morale.

Thank you.

Sally Strano

4 Paul Revere Rd.

From: "Sally Strano" <sastrano@verizon.net> June 6, 2011 9:02:10 AM
Subject: [School-com] Ash's Contract
To: <school-com@comet.ci.lexington.ma.us>
Attachments: Attach0.html 2K
Attach1.txt 1K

As a community member, I would like to express my opinion that Dr. Ash's contract should be considered for renewal only after further review of the issues regarding teacher morale.

Thank you.

Sally Strano

4 Paul Revere Rd.

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 7, 2011 3:01:21 AM
Subject: RE: [School-com] Please delay vote on Dr. Ash contract
To: "Jane Sutton" <jsutton65@rcn.com> <school-com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 8K
Attach1.txt 1K

Dear Jane,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Jane Sutton
Sent: Monday, June 06, 2011 8:58 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Please delay vote on Dr. Ash contract

Dear Members of the School Committee,

I would appreciate your waiting to vote on the extension of Dr. Ash's contract. There are

a number of issues I feel need to be explored before this important decision is made, including an atmosphere of fear among faculty. This worsening problem had already been reported to me by friends of mine who work in the school system, and then I read the following quote by Steve Bogart: "It's a strange place now to me. There is a lot of fear. People are afraid to speak their minds," he said. "People have been coming up to me, colleagues, saying privately they are sad about the school; they are frightened about their jobs; they feel like they have to look over their shoulder."

Please give this issue the time it merits, allowing different constituencies to weigh in before making a decision.

Thank you all for your time and service.

Sincerely,
Jane Sutton
11 Mason St.
Lexington
jsutton65@rcn.com

From: Jane Sutton <jsutton65@rcn.com> June 6, 2011 8:58:19 AM
Subject: [School-com] Please delay vote on Dr. Ash contract
To: <school-com@comet.ci.lexington.ma.us>
Attachments: Attach0.html 2K
Attach1.txt 1K

Dear Members of the School Committee,

I would appreciate your waiting to vote on the extension of Dr. Ash's contract. There are a number of issues I feel need to be explored before this important decision is made, including an atmosphere of fear among faculty. This worsening problem had already been reported to me by friends of mine who work in the school system, and then I read the following quote by Steve Bogart: "It's a strange place now to me. There is a lot of fear. People are afraid to speak their minds," he said. "People have been coming up to me, colleagues, saying privately they are sad about the school; they are frightened about their jobs; they feel like they have to look over their shoulder."

Please give this issue the time it merits, allowing different constituencies to weigh in before making a decision.

Thank you all for your time and service.

Sincerely,
Jane Sutton
11 Mason St.
Lexington
jsutton65@rcn.com

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 2:57:53 AM
Subject: RE: [School-com] Dr. Ash Postponed
To: "Brigid Mcgovern" <brimcgovern@coca-cola.com>
<school-com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 10K
Attach1.txt 1K

Dear Brigid,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. I have copied Superintendent Ash on this reply so that he is also aware.

The presentation and discussion of the issue you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Brigid McGovern
Sent: Monday, June 06, 2011 8:50 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Dr. Ash Postponed

Lexington School Committee,

I am requesting that the vote to have Dr. Ash's contract renewed be postponed.

Brigid McGovern

CONFIDENTIALITY NOTICE

NOTICE: This message is intended for the use of the individual or entity to which it is addressed and may contain information that is confidential, privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any printing, copying, dissemination, distribution, disclosure or forwarding of this communication is strictly prohibited. If you have received this communication in error, please contact the sender immediately and delete it from your system. Thank You.

From: Brigid McGovern <brimcgovern@coca-cola.com> June 6, 2011
8:50:21 AM
Subject: [School-com] Dr. Ash Postponed
To: "school-com@comet.ci.lexington.ma.us" <school-com@comet.ci.lexington.ma.us>
Attachments: Attach0.html 3K
Attach1.txt 1K

Lexington School Committee,

I am requesting that the vote to have Dr. Ash's contract renewed be postponed.

Brigid McGovern

CONFIDENTIALITY NOTICE

NOTICE: This message is intended for the use of the individual or entity to which it is addressed and may contain information that is confidential, privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any printing, copying, dissemination, distribution, disclosure or forwarding of this communication is strictly prohibited. If you have received this communication in error, please contact the sender immediately and delete it from your system. Thank You.

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 2:55:26 AM
Subject: RE: [School-com] Please delay the vote on Superintendent Ash's
contract
To: "Byers and Komar" <byko@rcn.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us

Dear Beverly,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
[mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Byers and Komar
Sent: Monday, June 06, 2011 8:48 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Please delay the vote on Superintendent Ash's contract

You have not provided sufficient public notice about this vote. The public might wish to address the committee before the vote is taken. Please do not vote on Superintendent Ash's contract until sufficient time is provided for the public to address several issues pertaining to Dr. Ash's performance.

Sincerely,

Beverly Byers
Lexington parent

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Byers and Komar <byko@rcn.com> June 6, 2011 8:48:29 AM
Subject: [School-com] Please delay the vote on Superintendent Ash's contract
To: school-com@comet.ci.lexington.ma.us

You have not provided sufficient public notice about this vote. The public might wish to address the committee before the vote is taken. Please do not vote on Superintendent Ash's contract until sufficient time is provided for the public to address several issues pertaining to Dr. Ash's performance.

Sincerely,
Beverly Byers
Lexington parent

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 7, 2011 2:54:20 AM
Subject: RE: [School-com] from a concerned parent

To: "Margaret Gorrill" <mhg9@earthlink.net> <school-com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 8K
Attach1.txt 1K

Dear Maggy,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Dr. Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges to busy families in attending our meeting in person and hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain engaged in the on-going process.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Margaret Gorrill
Sent: Monday, June 06, 2011 8:45 AM

> School-com mailing list
 > School-com@comet.ci.lexington.ma.us
 > http://comet.ci.lexington.ma.us/mailman/listinfo/school-com

 School-com mailing list
 School-com@comet.ci.lexington.ma.us
 http://comet.ci.lexington.ma.us/mailman/listinfo/school-com

 From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
 6, 2011 11:20:59 AM
 Subject: RE: [School-com] FW: Emailing: 110603 Ash Contract 09-15
 final.pdf
 To: "Jessica Steigerwald" <jess@shininghours.com>
 Cc: 'School Committee Committee' <school-
 com@comet.ci.lexington.ma.us>

Dear Jessie,

Thank you for asking. I have forwarded your questions to Bob and asked him to respond back to me for posting to the entire Committee.

Sincerely,
 Mary Ann.

-----Original Message-----

From: Jessica Steigerwald [mailto:jess@shininghours.com]
 Sent: Monday, June 06, 2011 9:13 AM
 To: Mary Ann Stewart
 Cc: 'School Committee Committee'
 Subject: Re: [School-com] FW: Emailing: 110603 Ash Contract 09-15 final.pdf

Dear Mary Ann,

Please have Bob explain why the contract doesn't deal with the actual dates we have been negotiating.

Why does it go back to 2009? Wouldn't it be reasonable to go from 2012 - 2015? or 2011 - 2015?

How does 2009 enter into the picture?

Is there some advantage to us to pre-date the contract we sign in 2011?
Is there an advantage to Paul?

Thank you for looking into this.

-- Jessie

On Jun 6, 2011, at 8:14 AM, Mary Ann Stewart wrote:

> Updated contract attached.

>

> Mary Ann.

>

> -----Original Message-----

> From: Robert Fraser [mailto:rfraser@scmlp.com]

> Sent: Friday, June 03, 2011 7:00 AM

> To: Mary Ann Stewart

> Subject: Emailing: 110603 Ash Contract 09-15 final.pdf

>

> <<110603 Ash Contract 09-15 final.pdf>>

> Mary Ann,

>

> Attached is a revision of Paul's contract to 2015.

>

> I believe that it includes all of the agreed upon changes and is ready
> for signatures.

>

> Have a nice day.

>

> Bob Fraser

> Stoneman, Chandler & Miller LLP

> <110603 Ash Contract 09-15

final.pdf>

> School-com mailing list

> School-com@comet.ci.lexington.ma.us

> <http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
[mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Elizabeth White

Sent: Monday, June 06, 2011 8:10 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Dr. Ash's contract

Hello - I wanted to request a delay in this week's vote for Dr. Ash's contract. The sudden news of this election was a surprise to many, including myself, who would have liked the opportunity to learn more about his previous performance.

Thank you,
Elizabeth White
Hastings Parent

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Elizabeth White <elizabeth_andrew@mac.com>
8:09:58 AM
Subject: [School-com] Dr. Ash's contract
To: school-com@comet.ci.lexington.ma.us

June 6, 2011

Hello - I wanted to request a delay in this week's vote for Dr. Ash's contract. The sudden news of this election was a surprise to many, including myself, who would have liked the opportunity to learn more about his previous performance.

Thank you,
Elizabeth White
Hastings Parent

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 2:44:57 AM
Subject: RE: [School-com] Superintendent Ash
To: "Lori Andersen" <loriandersen@alum.mit.edu> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 10K
Attach1.txt 1K

Dear Lori,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. We understand the challenges busy families have in attending our meeting in person. We hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain an engaged participant in the on-going process.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Lori Andersen
Sent: Monday, June 06, 2011 8:01 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Superintendent Ash

School Committee Members,

It is with great dismay that I note Dr. Ash's contract is up for renewal tomorrow night. There have been many changes in our district during his last contract cycle which have negatively impacted our students (and families) and much semi-private outcry. Given the strong involvement and role the community plays in the education of our children, it is imperative that the School Committee have the opportunity to hear from the community about these grievances in a public forum. Many of us need the support of our peers to step forward and voice our concerns and the public hearings provide just that.

While I understand that the 48 hour notice to add an item to the agenda is within the scope of the "rules" for School Committee meetings, it clearly is NOT enough for busy/working parents to (re)organize schedules, particularly during this busy end-of-school-year time and allow them to attend such an important meeting.

I would implore you to delay the vote on Dr. Ash's contract, even if this means setting up a separate forum for its discussion. There are many in the community who have concerns which need to be heard. Pushing through a limited discussion and vote on something so important as the leadership of our schools undermines the value and concern we all have for our schools and is clearly not an accurate representation of the involvement of our community in the schools.

Thank you.

Lori Andersen

Thoreau Road

From: Lori Andersen <loriandersen@alum.mit.edu> June 6, 2011
 8:01:18 AM
 Subject: [School-com] Superintendent Ash
 To: school-com@comet.ci.lexington.ma.us
 Attachments: Attach0.html 2K
 Attach1.txt 1K

School Committee Members,

It is with great dismay that I note Dr. Ash's contract is up for renewal tomorrow night. There have been many changes in our district during his last contract cycle which have negatively impacted our students (and families) and much semi-private outcry. Given the strong involvement and role the community plays in the education of our children, it is imperative that the School Committee have the opportunity to hear from the community about these grievances in a public forum. Many of us need the support of our peers to step forward and voice our concerns and the public hearings provide just that.

While I understand that the 48 hour notice to add an item to the agenda is within the scope of the "rules" for School Committee meetings, it clearly is NOT enough for busy/working parents to (re)organize schedules, particularly during this busy end-of-school-year time and allow them to attend such an important meeting.

I would implore you to delay the vote on Dr. Ash's contract, even if this means setting up a separate forum for its discussion. There are many in the community who have concerns

which need to be heard. Pushing through a limited discussion and vote on something so important as the leadership of our schools undermines the value and concern we all have for our schools and is clearly not an accurate representation of the involvement of our community in the schools.

Thank you.

Lori Andersen
Thoreau Road

From: Amy Muntz <amy.muntz@gmail.com> June 7, 2011 1:17:16 PM
Subject: Re: [School-com] Vote to delay contract extension
To: Mary Ann Stewart <MaryAnn@redoniondesign.com>
Cc: school-com@comet.ci.lexington.ma.us
pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 6K
Attach1.txt 1K

Hi Mary Ann,

Thanks so much for the quick response. I appreciate that there is limited seating capacity, but if there is a large turnout, is it possible to move the meeting to a larger venue? Just an idea. Hope to see you tonight. I'm looking forward to working with you all on this issue.

Best,
Amy

On Tue, Jun 7, 2011 at 2:42 AM, Mary Ann Stewart <MaryAnn@redoniondesign.com> wrote:

Dear Amy,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns

seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. As our meeting space has limited seating capacity, I hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain an engaged participant in the on-going process.

Thank you for writing to us.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair I Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Amy Muntz
Sent: Monday, June 06, 2011 8:01 AM
To: school-com@comet.ci.lexington.ma.us
Cc: amy.muntz@gmail.com
Subject: [School-com] Vote to delay contract extension

Dear School Committee,

I respectfully ask that the decision to extend the contract of Dr. Ash be **postponed** from the Tuesday, June 7th meeting to give parents, teachers, and the community more time to explore the issues, including but not limited to teacher morale.

What we all know instinctively, and has been shown in *The Race to Nowhere* and *Waiting for Superman*, is that great teachers make for great schools. One such teacher, Michael Fiveash at LHS, is leaving and we could have prevented this. Great teachers that motivate and excite children are rare and we should do everything we can to keep them in our school system.

Please delay the vote. We want to keep our Lexington schools great, and we need to explore these issues.

Respectfully,
Amy Muntz

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 2:42:02 AM
Subject: RE: [School-com] Vote to delay contract extension
To: "Amy Muntz" <amy.muntz@gmail.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 7K
Attach1.txt 1K

Dear Amy,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. As our meeting space has limited seating capacity, I hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain an engaged participant in the on-going process.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair I Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Amy Muntz
Sent: Monday, June 06, 2011 8:01 AM
To: school-com@comet.ci.lexington.ma.us
Cc: amy.muntz@gmail.com
Subject: [School-com] Vote to delay contract extension

Dear School Committee,

I respectfully ask that the decision to extend the contract of Dr. Ash be **postponed** from the Tuesday, June 7th meeting to give parents, teachers, and the community more time to explore the issues, including but not limited to teacher morale.

What we all know instinctively, and has been shown in *The Race to Nowhere* and *Waiting for Superman*, is that great teachers make for great schools. One such teacher, Michael Fiveash at LHS, is leaving and we could have prevented this. Great teachers that motivate and excite children are rare and we should do everything we can to keep them in our school system.

Please delay the vote. We want to keep our Lexington schools great, and we need to explore these issues.

Respectfully,
Amy Muntz

From: Amy Muntz <amy.muntz@gmail.com> June 6, 2011 8:01:04 AM
Subject: [School-com] Vote to delay contract extension
To: school-com@comet.ci.lexington.ma.us
Cc: amy.muntz@gmail.com
Attachments: Attach0.html 1K
Attach1.txt 1K

Dear School Committee,

I respectfully ask that the decision to extend the contract of Dr. Ash be **postponed** from the Tuesday, June 7th meeting to give parents, teachers, and the community more time to explore the issues, including but not limited to teacher morale.

What we all know instinctively, and has been shown in *The Race to Nowhere* and *Waiting for Superman*, is that great teachers make for great schools. One such teacher, Michael Fiveash at LHS, is leaving and we could have prevented this. Great teachers that motivate and excite children are rare and we should do everything we can to keep them in our school system.

Please delay the vote. We want to keep our Lexington schools great, and we need to explore these issues.

Respectfully,
Amy Muntz

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 7, 2011 2:36:48 AM
Subject: RE: [School-com] School committee agenda 6/7/11
To: "Taras and Anastasia Ivanenko" <ivanenko@comcast.net>
<school-com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us

Dear Anastasia,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been

reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. As our meeting space has limited seating capacity, I hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org) and remain an engaged participant in the on-going process.

Thank you for writing to us.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

-----Original Message-----

From: school-com-bounces@comet.ci.lexington.ma.us
[mailto:school-com-bounces@comet.ci.lexington.ma.us] On Behalf Of Taras and Anastasia Ivanenko
Sent: Monday, June 06, 2011 5:44 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] School committee agenda 6/7/11

Dear school committee members,

I am writing as a concerned parent of four children in Lexington Public Schools (Fiske, Diamond and LHS). While our experience with the schools has been a positive one so far, I am starting to sense a growing discontent with the system among parents and teachers as well as the kids. As a parent, I do not have an access to the big picture and can not make a fully informed judgment of the causes of this negative wave. I am very concerned about recent events such as departure of excellent teachers, censorship of the theatrical production, the issues with extended day programs, as well as smaller incidents that involved some of my friends. I can not say this is happening due to the poor leadership because I do not know all the facts. But it seems to me that it would be prudent for the school committee to postpone their vote on Dr. Ash's contract until the issue of his leadership style is fully investigated by SC members. Lexington PS has always had a reputation for excellence and my family is very happy here. I would hate to see it crumbling because the SC rushed through the process.

Thanks you!

Anastasia Ivanenko
7 Hayes Lane

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 2:33:21 AM
Subject: RE: [School-com] vote on Paul Ash
To: <lakilner@aol.com> <school-
com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 8K
Attach1.txt 1K

Dear Linda,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well.

The presentation and discussion of the issues you raised here will be addressed at our meeting tonight. As our meeting space has limited seating capacity, I hope you will consider viewing the proceedings via live broadcast on LexMedia (www.lexmedia.org).

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** lakilner@aol.com
Sent: Monday, June 06, 2011 3:57 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] vote on Paul Ash

I would like to request that the vote on extending the contract of Paul Ash be delayed. Many people in the town have strong feelings about this issue and it does not seem right to try to slip it onto the agenda at the last minute.
Thank you very much,
Dr. Linda A. Kilner
855 Emerson Gardens Rd.
Lexington, MA 02420

From: lakilner@aol.com June 6, 2011 3:56:38 AM
Subject: [School-com] vote on Paul Ash
To: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 1K
Attach1.txt 1K

I would like to request that the vote on extending the contract of Paul Ash be delayed. Many people in the town have strong feelings about this issue and it does not seem right to try to slip it onto the agenda at the last minute.

Thank you very much,
Dr. Linda A. Kilner
855 Emerson Gardens Rd.
Lexington, MA 02420

From: Mary Ann <f.m.a.stewart@gmail.com> June 9, 2011 6:19:13 PM
Subject: Re: [School-com] Paul Ash's Contract
To: "Rosenfield, Jamey" <Jamey.Rosenfield@ihscera.com>
Cc: "school-com@comet.ci.lexington.ma.us" <school-com@comet.ci.lexington.ma.us>
Mary Ann Stewart <MaryAnn@redoniondesign.com>
Attachments: Attach0.html 10K
Attach1.txt 1K

Thank you, Jamey,

We appreciate your comments. By now you are probably aware that the School Committee took it's vote in an Executive Session last Wednesday, June 1 to extend Dr. Ash's contract through June 30, 2015.

Our faculty and staff turnover rate is low and rate of applications for open LPS positions is high. While there are undoubtedly some morale issues, where it is coming from and why remains to be determined.

Dr. Ash is currently conducting focus groups with faculty, staff, and administrators across the system to gather information; he will update the School Committee and the public about what he is hearing at our meeting Wednesday, June 15. We also hope to hear from faculty on morale when we get the results of teacher surveys to be distributed in the fall. There is much to understand: Is the issue particular schools? Administrators? The central office? Paul Ash? And/or, anything else?

We hope you remain engaged with us in this process as it will take some time to get a comprehensive picture and understanding of this complex issue. The School Committee is committed to understanding any and all causes related to the concern this issue has raised.

Sincerely,

Mary Ann.

Mary Ann Stewart
Chair | Lexington School Committee

On Tue, Jun 7, 2011 at 9:31 AM, Rosenfield, Jamey <Jamey.Rosenfield@ihscera.com> wrote:

Mary Ann

Many thanks.

I am fine with your having shared my note with Dr Ash. But given the sensitivities, are there (or not) confidential or anonymous channels for people to express their concerns to school committee members? I wonder if some are holding back out of fear. Obviously Dr Ash has a right to get feedback; but in many work situations, an ombudsman process is established to provide aggregated feedback that also protects people who want to express opinions.

Jamey

From: Mary Ann Stewart [mailto:MaryAnn@redoniondesign.com]
Sent: Tuesday, June 07, 2011 2:23 AM
To: Rosenfield, Jamey; school-com@comet.ci.lexington.ma.us
Cc: 'Paul B. Ash'
Subject: RE: [School-com] Paul Ash's Contract

Dear James,

Thank you for sharing your concerns with the School Committee. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well. The presentation and discussion of the issues you raised here will be addressed at our meeting tonight.

Thank you for writing to us.

Sincerely,
Mary Ann.

Mary Ann Stewart,
Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Rosenfield, Jamey
Sent: Monday, June 06, 2011 1:36 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Paul Ash's Contract

Dear School Committee:

Please consider postponing the vote on the renewal of Paul Ash's contract. As a High School parent and citizen of Lexington I have observed with great concern the loss of several of our best teachers. I am aware of the high degree of resentment and tensions as a result of his practices and management style.

In any case – whether or not you renew – I sincerely hope you will consider establishing an independent review process, to include at least 5 school parents and others, with permission to interview and gather facts and feedback about Dr Ash's performance; and to report its findings and recommendations to the Committee. Such a review would offer constructive input at a critical time. Foremost among the concerns is the deterioration of morale among our teachers, the lifeblood of Lexington's schools and what makes our system so great.

Thanks for your consideration

Sincerely

Jamey Rosenfield

I

T

S

J

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Rosenfield, Jamey" <Jamey.Rosenfield@ihscera.com> June 7, 2011
9:31:59 AM
Subject: RE: [School-com] Paul Ash's Contract
To: Mary Ann Stewart <MaryAnn@redoniondesign.com>
"school-com@comet.ci.lexington.ma.us" <school-
com@comet.ci.lexington.ma.us>
Attachments: Attach0.html 12K
Attach1.txt 1K

Mary Ann

Many thanks.

I am fine with your having shared my note with Dr Ash. But given the sensitivities, are there (or not) confidential or anonymous channels for people to express their concerns to school committee members? I wonder if some are holding back out of fear. Obviously Dr Ash has a right to get feedback; but in many work situations, an ombudsman process is established to provide aggregated feedback that also protects people who want to express opinions.

Jamey

From: Mary Ann Stewart [mailto:MaryAnn@redoniondesign.com]
Sent: Tuesday, June 07, 2011 2:23 AM
To: Rosenfield, Jamey; school-com@comet.ci.lexington.ma.us
Cc: 'Paul B. Ash'
Subject: RE: [School-com] Paul Ash's Contract

Dear James,

Thank you for sharing your concerns with the School Committee. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well. The presentation and discussion of the issues you raised here will be addressed at our meeting tonight.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** Rosenfield, Jamey
Sent: Monday, June 06, 2011 1:36 AM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Paul Ash's Contract

Dear School Committee:

Please consider postponing the vote on the renewal of Paul Ash's contract. As a High School parent and citizen of Lexington I have observed with great concern the loss of several of our best teachers. I am aware of the high degree of resentment and tensions as a result of his practices and management style.

In any case – whether or not you renew – I sincerely hope you will consider establishing an independent review process, to include at least 5 school parents and others, with permission to interview and gather facts and feedback about Dr Ash's performance; and to report its findings and recommendations to the Committee. Such a review would offer constructive input at a critical time. Foremost among the concerns is the deterioration of morale among our teachers, the lifeblood of Lexington's schools and what makes our system so great.

Thanks for your consideration

Sincerely

I

T

S

ames Rosenfield

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June
7, 2011 2:23:11 AM
Subject: RE: [School-com] Paul Ash's Contract
To: "Rosenfield, Jamey" <Jamey.Rosenfield@ihscera.com>
<school-com@comet.ci.lexington.ma.us>
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 12K
Attach1.txt 1K

Dear James,

Thank you for sharing your concerns with the School Committee. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well. The presentation and discussion of the issues you raised here will be addressed at our meeting tonight.

Thank you for writing to us.

Sincerely,

it is not a binding precedent upon Lexington.

Nonetheless, we will pursue the matter on Monday and give our recommendations of how to proceed before Tuesday's meeting.

Bob Fraser
Stoneman, Chandler & Miller LLP

From: "Mary Ann Stewart" <MaryAnn@redoniondesign.com> June 7, 2011 2:21:30 AM
 Subject: RE: [School-com] Please postpone confirmation of Dr. Ash's contract
 To: "'Ken Karnofsky'" <kenkarno@gmail.com> <school-com@comet.ci.lexington.ma.us>
 Cc: pash@sch.ci.lexington.ma.us

Dear Ken,

Thank you for sharing your concerns with the School Committee. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well. The presentation and discussion of the issues you raised here will be addressed at our meeting tonight.

Thank you for writing to us.

Sincerely,

Attach1.txt 1K

Dear Joh,

Thank you for your comments. By now you are probably aware that the School Committee took it's vote in an Executive Session last Wednesday, June 1 to extend Dr. Ash's contract through June 30, 2015.

While there are undoubtedly some morale issues, where it is coming from and why remains to be determined. Our faculty and staff turnover rate is low and rate of applications for open LPS positions is high.

Focus groups are being conducted with faculty, staff, and administrators across the system to gather information; Dr. Ash will update the School Committee and the public about what he is hearing at our meeting Wednesday, June 15. We also hope to hear from faculty on morale when we get the results of teacher surveys to be distributed in the fall. There is much to understand: Is the issue particular schools? Administrators? The central office? Paul Ash? And/or, anything else?

We hope you remain engaged with us in this process as it will take some time to get a comprehensive picture and understanding of this complex issue. The School Committee is committed to understanding any and all causes related to the concern this issue has raised.

Sincerely,
Mary Ann.

Mary Ann Stewart
Chair | Lexington School Committee

On Wed, Jun 8, 2011 at 3:04 AM, Johanna Klein <johannaklein@gmail.com> wrote:

Dear Mary Ann,

Thank you very much for your reply, and for introducing me to Superintendent Ash.

Your point is indeed well taken that Dr. Fiveash's and Ms. Girondel's decisions to retire were personal ones, and after such lengthy careers, they've more than earned lengthy and enjoyable retirements as well. However, they also went on record to publicly state (to media) that they were leaving due to differences with the administration, which seemed like an intentional effort to send a message. This gave rise to the concern.

Best regards,
Joh

On Tue, Jun 7, 2011 at 2:13 PM, Mary Ann Stewart

<MaryAnn@redoniondesign.com> wrote:

> Dear Johanna,

>

> Thank you for sharing your concerns with the School Committee. We value
> your opinions and take your concerns seriously. I have copied
> Superintendent Ash on this reply so that he is aware of them as well.

>

> Dr. Fiveash and Ms. Girondel are indeed outstanding teachers. Their
> decision to retire at this point was their personal decision. I know you
> join us in wishing them well on their future endeavors.

>

> Thank you for writing to us.

>

> Sincerely,

> Mary Ann.

>

> Mary Ann Stewart,

> Chair | Lexington School Committee

>

> -----Original Message-----

> From: school-com-bounces@comet.ci.lexington.ma.us

> [<mailto:school-com-bounces@comet.ci.lexington.ma.us>] On Behalf Of Johanna

> Klein

> Sent: Sunday, June 05, 2011 10:32 PM

> To: school-com@comet.ci.lexington.ma.us

> Subject: [School-com] Fiveash and Girondel resignations

>

> To Whom it May Concern:

>

> I've recently become aware that two longstanding and extremely popular
> members of the Lexington High School teaching faculty, Dr. Fiveash and
> Ms. Girondel, have announced their resignations, for reasons that
> appear to center around differences of opinion with the school
> administration.

>

> Although I don't know much about this situation, I did want to express

> my concern, both as a beneficiary of Ms. Girondel's very capable
> teaching, and as a beneficiary of the overall strength and caliber of
> the Lexington school system. It is of course difficult to understand
> from the articles that have been published much about the politics
> behind their decisions to leave, but it certainly comes across as a
> distressing reflection of the attitudes of the administrators. To me,
> it's not only a loss of two great teachers, but it's also a disturbing
> commentary on what's going on in the school system overall. I've
> always felt that I was incredibly lucky to go through the Lexington
> school system, because it provided a great education and, as testament
> to that, sent large numbers of its students (myself included) to
> highly regarded colleges. So much of life is about luck, and we were
> all lucky to come out of a highly ranked high school that helped
> materially in getting us into top schools, which has in turn helped
> out in many ways in our lives. I'm proud of Lexington for that, and
> it would be very sad to me to have Lexington lose its luster in that
> regard, which seems to be what Dr. Fiveash and Ms. Girondel were in
> part implying.

>
> I hope that the administration is taking this issue very seriously and
> is working to ensure that there will be no further attrition of
> important teacher talent.

>
> Best regards,
> Johanna Klein (class of 1994)

>

> School-com mailing list
> School-com@comet.ci.lexington.ma.us
> <http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

>
>

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Patterson, John" <JDP@foleyhoag.com> June 7, 2011 12:24:44 PM
Subject: [School-com] Letter to Dr. Ash concerning Karen Girondel and thoughts on teacher
To: "'school-com@comet.ci.lexington.ma.us'" <school-com@comet.ci.lexington.ma.us>
Attachments: Attach0.html 4K
FHBOSTON-#3881419-v2-letter_to_paul_ash_6_1_11.DOC 51K
Attach2.txt 1K

Dear School Committee Members,

We write this letter as proud parents of a just graduated senior at LHS. We believe that you are considering teacher morale and we wanted to share a letter (attached) that we recently sent to Dr. Ash concerning his initial decision not to compensate Ms. Girondel for unused sick days that we believe she is entitled to for the reasons set forth in the letter.

We have been very pleased with the quality of education that Amy, our daughter, has received at Lexington public schools, particularly at the high school. Her teachers have been enthusiastic and dedicated and talented. However, we fear that future students will not be as fortunate as Amy because the low morale of the teachers is likely to drive the best teachers from LHS. From conversations with our daughter and two teachers, one of whom is Ms. Girondel, and from reading the many articles and letters in the Lexington paper, we believe that the administration has created a negative atmosphere for the teachers. What else could one expect when the administration has treated Ms. Girondel and others so poorly and has imposed mindless tasks on the teachers that consume some of their teaching time (such as the requirement to write the day's class objectives on the blackboard--imposed from the top without teacher support). In any event, we hope that you will investigate these concerns and come to your own conclusions. We are deeply appreciative of your dedication to maintaining high standards and practices for Lexington education. Although we will no longer be connected to the schools, we remain committed to the belief that every child deserves the best possible education. Thank you for your efforts on behalf of our children and our future.

Respectfully,
John Patterson and Michele Demarest.

United States Treasury Regulations require us to disclose the following: Any tax advice included in this document and its attachments was not intended or written to be used, and it cannot be used, for the purpose of avoiding penalties under the Internal Revenue Code.

This email message and any attachments are confidential and may be privileged. If you are not the intended recipient, please notify Foley Hoag LLP immediately -- by replying to this message or by sending an email to postmaster@foleyhoag.com -- and destroy all copies of this message and any attachments without reading or disclosing their contents. Thank you.

For more information about Foley Hoag LLP, please visit us at www.foleyhoag.com.

From: DeborahRourke@aol.com June 7, 2011 12:14:59 PM
Subject: Re: [School-com] Tuesday School Committee Meeting
To: MaryAnn@redoniondesign.com school-com@comet.ci.lexington.ma.us
Cc: pash@sch.ci.lexington.ma.us
Attachments: Attach0.html 9K
Attach1.txt 1K

Dear Mary Ann -

Thanks for your call and email. Unfortunately, I can't be at the meeting during the public comments portion since I will be at my 10 year old's baseball playoff game. I know that you have been getting a lot of heat from a group of community members that seem gleeful about stirring up discord -- sorry that you and your colleagues have to deal with that.

I am 100% behind renewing Paul's contract. The concerns I raised in my earlier email should be addressed as a separate issue.

I know that we all care about our schools, kids and teachers and I encourage

the SC to initiate a dialogue with teachers and community members so we do not lose the creativity which makes our school system special and a place where great teachers want to work. As a community, we also need to understand better what changes are imposed by state limitations and standards vs. administration policy. Are teachers being stifled? Can we create a constructive dialogue? How can we modify and experiment within the prescribed framework? How can we nurture great teachers?

In addition, with debt exclusions and overrides on the horizon, our community needs to feel a sense of trust and partnership with the LPS Administration and SC.

Thank you, Deb

In a message dated 6/7/2011 4:32:32 AM Eastern Daylight Time, MaryAnn@redoniondesign.com writes:

Dear Deb,

Thank you for sharing your concerns with the School Committee. The Committee has received a high volume of emails on this issue and has been reading all of them. We value your opinions and take your concerns seriously. I have copied Superintendent Ash on this reply so that he is aware of them as well. The presentation and discussion of the issues you raise will be addressed at our meeting tonight.

Thank you for writing to us.

Sincerely,

Mary Ann.

Mary Ann Stewart,

Chair | Lexington School Committee

From: school-com-bounces@comet.ci.lexington.ma.us [mailto:school-com-bounces@comet.ci.lexington.ma.us] **On Behalf Of** DeborahRourke@aol.com
Sent: Monday, June 06, 2011 12:03 PM
To: school-com@comet.ci.lexington.ma.us
Subject: [School-com] Tuesday School Committee Meeting

Dear School Committee Members,

I am concerned that the vote to renew Paul Ash's contract this Tuesday appears to be a secretive matter and that emails are flying around urging community members to protest and urge a delay. In the interests of transparency, accountability and morale, as elected representatives of the community, the SC should be responsive to the pain and public outcry surrounding the retirement of three universally well regarded longtime master teachers. Whether or not Paul Ash's performance is at issue, I have heard over and over from educators and community members that the art of teaching is being lost amidst the push for uniform standards, test preparation and data collection & analysis. I have a deep respect for the many initiatives and vision of our Administrators, but I believe an open dialogue is necessary for all to better understand the situation and what is at stake, as well as the opportunity to dispel the perception that the SC is deaf to community concerns.

Respectfully, Deb Rourke

From: "Paul B. Ash" <pash@sch.ci.lexington.ma.us>
Lorraine Gryp
 June 7, 2011 11:41:09 AM
 Subject: [School-com] Fwd: Retireen 2006-2011
 To: school-com@comet.ci.lexington.ma.us
 Attachments: Attach0.html 5K
 Number of Retirees 2000-2011.xls 21K
 Attach2.txt 1K

Dear School Committee Members:
 Here is the complete list showing the number of retirees since 2000.
 Paul

----- Original Message -----

Below are the figures. I've attached a spreadsheet of all the years.

Teachers Only

2007	23
2008	27
2009	19
2010	17
2011	15

All Retirees

2006	29
2007	34
2008	33
2009	24
2010	21
2011	24

Lorraine Gryp

Human Resources
Lexington Public Schools
781-861-2580 Ext. 218
Fax 781-861-2582
lgryp@sch.ci.lexington.ma.us

From: Mary Ann <f.m.a.stewart@gmail.com> June 9, 2011 10:42:05 PM
Subject: Re: [School-com] Please delay the approval of Dr Ash's contract
To: bb77mer@aol.com
Cc: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 4K
Attach1.txt 1K

We appreciate your comments, Beth. By now you are probably aware that the School Committee took it's vote in an Executive Session last Wednesday, June 1 to extend Dr. Ash's contract through June 30, 2015.

Our faculty and staff turnover rate is low and rate of applications for open LPS positions is high. While there are undoubtedly some morale issues, where it is coming from and why remains to be determined.

Focus groups are being conducted with faculty, staff, and administrators across the system to gather information; Dr. Ash will update the School Committee and the public about what he is hearing at our meeting Wednesday, June 15. We also hope to hear from faculty on morale when we get the results of teacher surveys to be distributed in the fall. There is much to understand: Is the issue particular schools? Administrators? The central office? Paul Ash? And/or, anything else?

We hope you remain engaged with us in this process as it will take some time to get a comprehensive picture and understanding of this complex issue. The School Committee is committed to understanding any and all causes related to the concern this issue has raised.

Sincerely,
Mary Ann.

Mary Ann Stewart
Chair | Lexington School Committee

On Tue, Jun 7, 2011 at 11:39 AM, <bb77mer@aol.com> wrote:

As the parent of a student at LHS and a third generation Lexingtonian, I respectfully request that you delay the approval of Dr Ash's contract and hold a public hearing about the recent teacher departures and other issues in our schools. Beth Baldwin. 77 Meriam St

Sent from my Verizon Wireless BlackBerry

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: bb77mer@aol.com June 7, 2011 11:39:33 AM
 Subject: [School-com] Please delay the approval of Dr Ash's contract
 To: school-com@comet.ci.lexington.ma.us

As the parent of a student at LHS and a third generation Lexingtonian, I respectfully request that you delay the approval of Dr Ash's contract and hold a public hearing about the recent teacher departures and other issues in our schools. Beth Baldwin. 77 Meriam St

Sent from my Verizon Wireless BlackBerry

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Brock Parker <brock.globe@gmail.com>
 11:16:25 AM

June 7, 2011

Subject: [School-com] Superintendent contract vote/question from the
Globe
To: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 1K
Attach1.txt 1K

Hello, I'm trying to reach someone with the Lexington School Committee regarding a scheduled vote on the superintendent's contract this evening. I'm a correspondent with the Boston Globe and I've been contacted by several parents concerned about the vote. I'm hoping to learn what exactly the vote is tonight and was hoping to speak with someone, perhaps the chair, regarding some parent concerns about teacher morale.

If anyone receives this message, I can be reached at 617-448-1911.

Thanks,

Brock Parker

Correspondent

Boston Globe

617-448-1911

From: Mary Ann <f.m.a.stewart@gmail.com> June 9, 2011 10:40:59 PM
Subject: Re: [School-com] Support for Dr. Ash
To: Pam Hoffman <pwhoffman@rcn.com>
Cc: school-com@comet.ci.lexington.ma.us pamwhoffman@gmail.com
Attachments: Attach0.html 13K
Attach1.txt 1K

We appreciate your comments, Pam. By now you are probably aware that the School

Committee took it's vote in an Executive Session last Wednesday, June 1 to extend Dr. Ash's contract through June 30, 2015.

Our faculty and staff turnover rate is low and rate of applications for open LPS positions is high. While there are undoubtedly some morale issues, where it is coming from and why remains to be determined.

Focus groups are being conducted with faculty, staff, and administrators across the system to gather information; Dr. Ash will update the School Committee and the public about what he is hearing at our meeting Wednesday, June 15. We also hope to hear from faculty on morale when we get the results of teacher surveys to be distributed in the fall. There is much to understand: Is the issue particular schools? Administrators? The central office? Paul Ash? And/or, anything else?

We hope you remain engaged with us in this process as it will take some time to get a comprehensive picture and understanding of this complex issue. The School Committee is committed to understanding any and all causes related to the concern this issue has raised.

Sincerely,
Mary Ann.

Mary Ann Stewart
Chair | Lexington School Committee

On Tue, Jun 7, 2011 at 11:11 AM, Pam Hoffman <pwhoffinan@ren.com> wrote:

Dear School Committee Members:

I realize you have received many letters from parents who are concerned there is a morale issue among teachers in the LPS, and they have requested you not take action on Dr. Ash's contract until the issue is better understood.

I am writing in support of Dr. Ash, and I would like to see his contract extended beyond the current end date of 2013. He done an excellent job leading the LPS system to grow and improve in many needed ways, and has managed the budget quite well in extremely tight financial times. When was our last successful operating override that provided the school system with enough money to provide all the courses and services we feel our students should have?

Change is difficult, can be disruptive, and always takes time to get used to. Do I wish Dr. Ash were more "politically correct" and sensitive to Lexington residents and LPS staff? Yes. Do I wish he did a better job of explaining some of his decisions and/or helping people to understand his approach/thinking on a particular issue? Of course.

Do I think Dr. Ash can learn to become more diplomatic, and needs to? Yes.

I do not like seeing stellar teachers leave our school system any more than anyone else. I too want to understand if there is a morale issue and whether we are "forcing out" our more experienced and more creative teachers, in favor of newer, less experienced and even less expensive teachers. I believe we can learn what really is happening in our schools, and continue to support Paul Ash as our Superintendent at the same time. For example, you can ask him to set up a teacher survey sooner rather than later, and you can provide input into the questions.

I do think it reasonable to allow people to speak and be heard at the SC meeting tonight, and postpone discussion of Dr. Ash's contract to another meeting before the end of June.

I cannot attend the meeting this evening due to a conflict, but if I could attend, I would be there in support of Dr. Ash.

Best Regards,
Pam Hoffman

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: "Jenny Richlin" <jenrichlin@gmail.com> June 7, 2011 11:37:19 AM
 Subject: [School-com] Support for Dr. Ash
 To: <school-com@comet.ci.lexington.ma.us>
 Cc: pamwhoffman@gmail.com sflynn@sch.ci.lexington.ma.us
 Attachments: Attach0.html 11K
 Attach1.txt 1K

There are many heated conversations taking place in town regarding Dr. Ash's contract. In the midst of this, I would like to voice my support for Dr. Ash and my agreement with Pam Hoffman's comments below. I disagree with many of Dr. Ash's decisions; but, overall, I believe he has done a commendable job maintaining services and reasonably small class sizes while dealing with increasing enrollments and shrinking aid.

I sincerely hope that a minority of outspoken parents do not overly influence contract negotiations nor Dr. Ash's interest in staying on as our superintendent.

One final note – I do believe it is in the best interests of both Dr. Ash and the school system as a whole to postpone the contract vote to a later date in June. Pushing a vote through tonight will only add fuel to an already very hot fire.

I will be at the meeting tonight and maintain hope for calm, civil discussions.

Best regards,

Jenny Richlin

From: Pam Hoffman [mailto:pwhoffman@rcn.com]
Sent: Tuesday, June 07, 2011 11:12 AM
To: school-com@comet.ci.lexington.ma.us
Cc: pamwhoffman@gmail.com
Subject: Support for Dr. Ash

Dear School Committee Members:

I realize you have received many letters from parents who are concerned there is a morale issue among teachers in the LPS, and they have requested you not take action on Dr. Ash's contract until the issue is better understood.

I am writing in support of Dr. Ash, and I would like to see his contract extended beyond the current end date of 2013. He done an excellent job leading the LPS system to grow and improve in many needed ways, and has managed the budget quite well in extremely tight financial times. When was our last successful operating override that

provided the school system with enough money to provide all the courses and services we feel our students should have?

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I cannot attend the meeting this evening due to a conflict, but if I could attend, I would be there in support of Dr. Ash.

Best Regards,

Pam Hoffman

From: "Pam Hoffman" <pwhoffman@rcn.com> June 7, 2011 11:11:37 AM
Subject: [School-com] Support for Dr. Ash
To: <school-com@comet.ci.lexington.ma.us>
Cc: pamwhoffman@gmail.com
Attachments: Attach0.html 10K
Attach1.txt 1K

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Best Regards,

Pam Hoffman

On Tue, Jun 7, 2011 at 11:00 AM, <jnbloom@rcn.com> wrote:

It is not the quantity of teachers retiring, or the number of teachers who turn down offers of employment, but the quality that is paramount. The three teachers who have publicly announced early retirements and made statements in the Minuteman are exceptional teachers. They are the teachers whose names you remember 50 years after graduation, the teachers that influence your choice of career, the teachers you keep in touch with and visit when you are in town. Losing these teachers and reading their comments to the paper is genuine cause for alarm about the direction our school system is heading. As the body charged with supervising the schools, you should understand that there is a problem and it is your job to find out the causes and find a solution.

Gloria Bloom

PS. Appearing to the public that you are attempting to rush through the renewal of Dr. Ash's contract without sufficient notice or public discussion does not help.

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: <jnbloom@rcn.com> June 7, 2011 11:00:58 AM
Subject: [School-com] Early retirement of exceptional teachers.
To: school-com@comet.ci.lexington.ma.us

It is not the quantity of teachers retiring, or the number of teachers who turn down offers of employment, but the quality that is paramount. The three teachers who have publicly announced early retirements and made statements in the Minuteman are exceptional teachers. They are the teachers whose names you remember 50 years after graduation, the teachers that influence your choice of career, the teachers you keep in touch with and visit when you are in town. Losing these teachers and reading their comments to the paper is genuine cause for alarm about the direction our school system is heading. As the body charged with supervising the schools, you should understand

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School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Mary Ann <f.m.a.stewart@gmail.com> June 9, 2011 10:34:56 PM
Subject: Re: [School-com] Renewal of Dr. Ash's contract and teacher morale
To: warp@soley.com
Cc: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 5K
Attach1.txt 1K

We appreciate your comments, Alexander. By now you are probably aware that the School Committee took it's vote in an Executive Session last Wednesday, June 1 to extend Dr. Ash's contract through June 30, 2015.

Our faculty and staff turnover rate is low and rate of applications for open LPS positions is high. While there are undoubtedly some morale issues, where it is coming from and why remains to be determined.

Focus groups are being conducted with faculty, staff, and administrators across the system to gather information; Dr. Ash will update the School Committee and the public about what he is hearing at our meeting Wednesday, June 15. We also hope to hear from faculty on morale when we get the results of teacher surveys to be distributed in the fall. There is much to understand: Is the issue particular schools? Administrators? The central office? Paul Ash? And/or, anything else?

We hope you remain engaged with us in this process as it will take some time to get a comprehensive picture and understanding of this complex issue. The School Committee is committed to understanding any and all causes related to the concern this issue has raised.

Sincerely,
Mary Ann.

Mary Ann Stewart

Chair | Lexington School Committee

On Tue, Jun 7, 2011 at 10:33 AM, Alexander Soley <warp@soley.com> wrote:

Unfortunately, due to a family emergency, I am unable to appear at the School Committee meeting on Tuesday, June 7th, at which meeting I understand there will be a discussion of renewal of the contract for Dr. Ash. Like the rest of my family, I believe we must first assess and consider teacher morale in the system, before any such renewal. I believe that the vote should be delayed.

Alexander Michael Soley
Cottage Street

School-com mailing list
School-com@comet.ci.lexington.ma.us
<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: warp@soley.com
Alexander Soley <warp@soley.com>
June 7, 2011 10:33:54 AM
Subject: [School-com] Renewal of Dr. Ash's contract and teacher morale
To: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 1K
Attach1.txt 1K

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Alexander Michael Soley
Cottage Street

From: Mary Ann <f.m.a.stewart@gmail.com> June 9, 2011 10:32:40 PM
Subject: Re: [School-com] renewal contract
To: Wendy <wbuchanan@verizon.net>
Cc: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 5K
Attach1.txt 1K

Dear Wendy,

We appreciate your comments. By now you are probably aware that the School Committee took it's vote in an Executive Session last Wednesday, June 1 to extend Dr. Ash's contract through June 30, 2015.

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We hope you remain engaged with us in this process as it will take some time to get a comprehensive picture and understanding of this complex issue. The School Committee is committed to understanding any and all causes related to the concern this issue has raised.

Sincerely,
Mary Ann.

Mary Ann Stewart
Chair | Lexington School Committee

On Tue, Jun 7, 2011 at 10:20 AM, Wendy <wbuchanan@verizon.net> wrote:

I am very much concerned regarding the renewal on the superintendents contract tonight. There are too many issues unresolved, especially the teachers morals. In addition to whats been in the paper, any teacher I have spoken with is very unsettled to say the least. With the Diamond band concert tonight and confirmation at the temple, it seems a lot of parents cannot attend.

Thanks

Wendy Buchanan

School-com mailing list

School-com@comet.ci.lexington.ma.us

<http://comet.ci.lexington.ma.us/mailman/listinfo/school-com>

From: Wendy <wbuchanan@verizon.net> June 7, 2011 10:20:26 AM
Subject: [School-com] renewal contract
To: school-com@comet.ci.lexington.ma.us
Attachments: Attach0.html 1K
Attach1.txt 1K