

Mr. Howard, Members of the Board, Dr. Duron:

I'm Shelley Potter from the San Antonio Alliance here tonight to talk about two of the district core values – respect and teamwork. The definition of respect is “to consider worthy of high regard.” It's very difficult to feel part of the team when you feel that those in leadership positions do not respect you – do not consider you worthy of high regard. Here are just a few examples:

1) I noticed that the air-conditioning was not turned off here tonight at 6:00. It was turned off at our schools at 6:00 even though our custodians are still working. So we're here in the comfort of air-conditioning while our custodians are doing physical labor with no air-conditioning. That doesn't feel like respect or teamwork.

2) Our staff at the closing schools have been subjected to incredibly poor planning and poor communication resulting in additional stress for a group of people already going through an emotional experience during a time of year that is normally stressful anyway. That poor planning and poor communication has resulted in confusion about when to pack, what to pack, whether support will be provided, etc., etc., etc., and that doesn't feel like respect or teamwork.

3) Our Pickett and Estrada staff recently learned of their disestablishment due to a “special” program – R4. R4 certainly received special treatment – it was discussed at a **special** weekend board workshop and was voted on at a **special** board meeting. It was also so **special** that it was never brought to us as the Consultation organization for discussion or even for informational purposes. It almost looked like it was so special that the district didn't want anyone to know about it until it was done. So the staff members at Estrada and Pickett were informed at the eleventh hour that they would have to reapply and interview with the **special** R4 people to work at the newly

constituted sites. A vast number of these staff members have devoted most, if not all, of their careers to working with some of our most challenging students. These staff members at those schools truly are special people. The way they were treated doesn't feel like respect or teamwork. The decision to make these staff members reapply should be rescinded.

4) In November you, the Board, requested that the administration bring back a report on paperwork to your December meeting. Well, it's six months later and no report at a Board meeting. During those six months teachers have still had to complete all that paperwork. That doesn't feel like respect or teamwork. We do thank the two administrators who have moved this issue along over the past two months.

5) On Jan. 28 you requested that a report be made at the next Board meeting on testing. Four months have passed. Meanwhile the drowning of our students and teachers in testing has continued. That doesn't feel like respect or teamwork. It seems that issues of importance to the administration go on the fast track while things that matter most to the employees out at the work sites are put on the back burner.

Shouldn't the district model the respect and teamwork it advocates? The employees of this district need more than core values on a wall. They need to see that leaders model the core values in their day-to-day interactions with the employees. They need to see by the decisions that are made that the leadership of this district considers them worthy of high regard.