



# Board of Education Parsippany-Troy Hills Township

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September 11, 2020

Dear PTHSD staff members:

As the first full week of the new school year is almost over, the Board of Education would like to extend our appreciation for all of the hard work that has been put in to successfully educating the students in our district.

While the start of school may look different this year, there are always challenges and new obstacles to overcome. Hopefully this year will be the only year we face these specific challenges. The intent of the Board is to work together with the entire community to continually improve the education and atmosphere of the district as a whole. The most efficient way to make sure that we are adapting to these new challenges effectively is to work together while keeping our students' needs and interests our first and foremost concern.

Parents, administrators, students and individual teachers have relayed challenging but overall positive student interactions and engagement. This, of course, is a testament to the dedication and creativity of these professionals. We are very hopeful that the rest of the year will continue to improve.

The Board and the Administration welcome staff thoughts, ideas and feedback and will continue to do so moving forward. While the Board oversees the district as a whole, there are several mechanisms already in place to identify and communicate your specific feedback and ideas about your classroom, building or curriculum/pedagogy.

Lead teachers, supervisors, building administrators and the district technology department are all available to support you as you work with our students and parents. If you require additional resources or have other concerns that are of a district-wide consideration, please continue to follow the chain of command by contacting the appropriate district administrator.

The PTHEA Leadership has encouraged teachers to come to them with complaints - without asking, "Have you discussed this with your building principal?" We are asking that all staff reach out to their Principals with what they believe they need to support them as they ensure that our students succeed regardless of their learning environment.

We trust that any teacher speaking with their principal will find a sensitive ear and thoughtful response. If that is not the case, please reach out to Dr. Sutter, Dr. Axelrod, or Dr. Sargent's office.

Although we encourage constructive feedback, not all suggestions will be acted upon or implemented. We have a large district, with many moving parts and limited funds and assets. As we adapt procedures, policies and protocols to meet changing circumstances, constructive input will continue to be sought and is welcomed by the Board and the Administration.

Again, we are very thankful for the hard work and professionalism you have already shown in the past few weeks, and look forward to fashioning concrete solutions to address genuine concerns that will improve our entire district.

Sincerely,

*Frank, Alison, Tim, Andy, Matt, Susy, Judy, Debbie, Kendra*

*Education Today, Success Tomorrow*