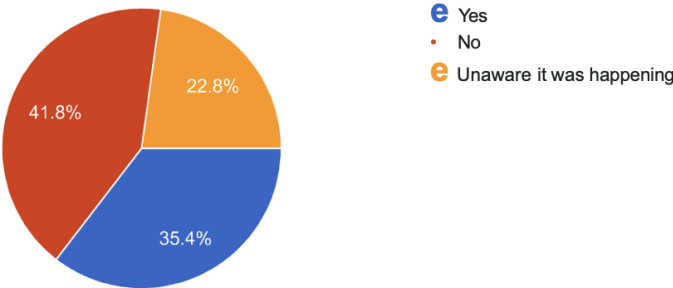


School Committee Communication Survey

570 Responses

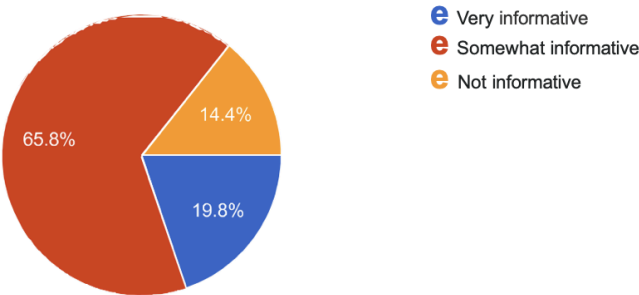
Did you attend or watch the School Committee's Conversation with the Community meeting on February 29th?

570 responses



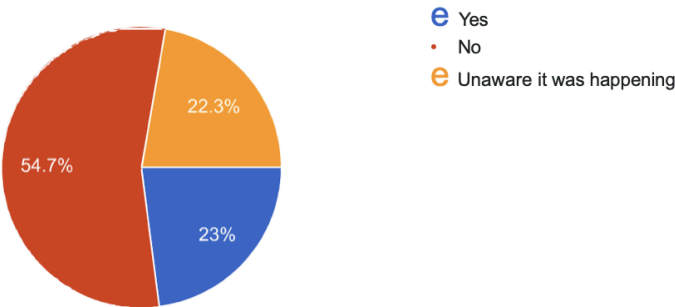
If you attended or watched the Conversation with the Community, did you find it informative?

202 responses



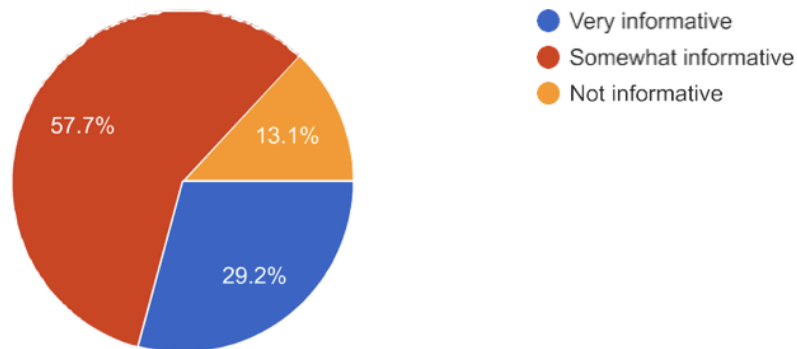
Did you attend or watch the School Committee Forum hosted by the League of Women Voters on March 27th?

570 responses



If you attended or watched the forum hosted by the League of Women Voters did you find it informative?

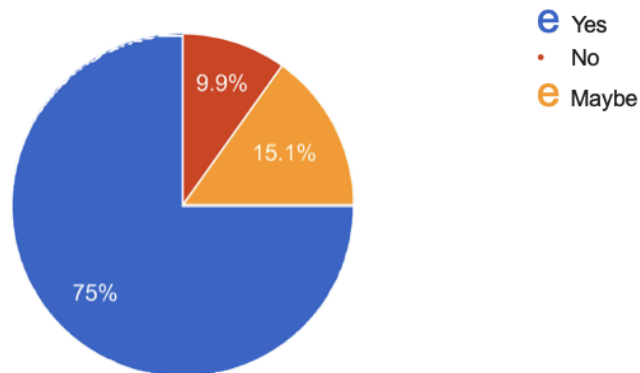
130 responses



Newsletter and Questions

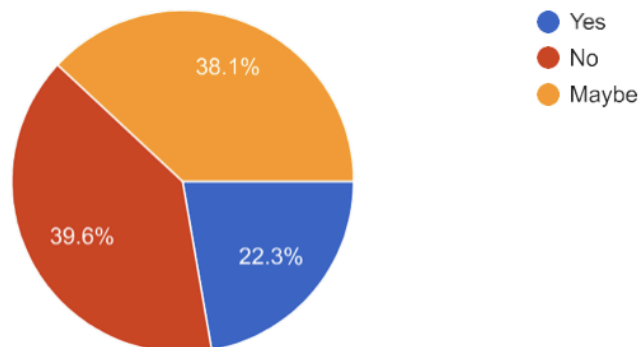
Would you be interested in receiving a monthly newsletter from your School Committee?

568 responses

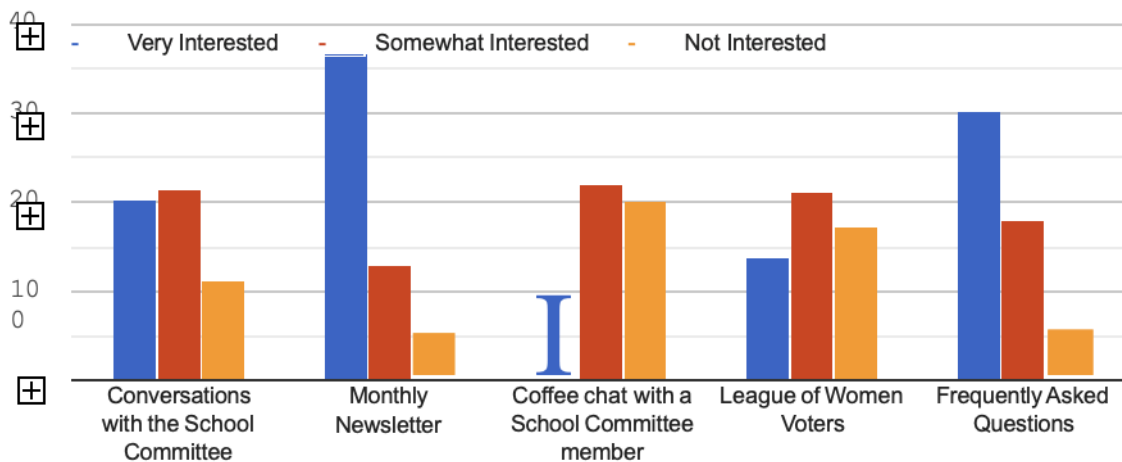


Would you be interested in attending an informal coffee chat with a member of our School Committee

570 responses



Please select the communication options below that you feel would provide the most benefit to our community.



Are there any other suggestions of how your School Committee can continue to increase communication?

- 1-1 believe the school committee should be posting draft minutes within one week of the meeting, as the minutes are getting approved months after the meeting and people are forced to watch hours of meeting to find out what's happening, when minutes could be read for a quick summary. Other districts do this (ex-Manchester Essex)2-I believe the School committee should be posting their agenda on their own site 48 hours before, the same day that they are posting the agenda on the town site, with all supporting documentation that's available at that time. Things being added a few hours before the meeting leaves public in the dark leading up to it. 3-Commit to open bargaining with the School Union. 4 - Clean up your website - you still have a curriculum subcommittee on there.
- 1-Please change negotiations with the MEA to public. Many of you ran on transparency, yet we have allowed the lawyers to run it all. The safety in the buildings has deteriorated to a point where every one in the community needs to be aware of the issues so we can come together and fix it as a town. 2-Your website has misspellings and TBD written in for SEPAC and METCO liaisons, 2 of our most vulnerable group of students. 3-Please update this as a priority. Please post draft minutes within a week of meetings...it takes WAY too long to get a summary of a meeting. 4-Please explain how lawsuits against the district are paid out.
- A moderated conversation between the SC and the SB chairs to discuss disposition of closed school building.
- A regular interview with The Current

- A regular newsletter is a good idea so families can actually learn what the school committee is doing. From the papers and social media, it feels like the only information we get is that more and more important leaders within the school system are leaving their jobs. Meanwhile what the school committee is spending its time on is policy around Black Lives Matter or rainbow flags in schools.
- Seriously???? It feels absolutely ridiculous.
- It is my belief that when faculty, staff and administrators are happy/satisfied in their jobs then it trickles down to the students. We seem to have the exact opposite in Marblehead and it is extremely concerning as a parent. If the school committee is actually doing some good work to create a more stable learning environment for our kids I'd like to know. Honestly, it all feels like a big disaster and I have no faith in the priorities of this committee.
- A straight explanation for people who don't have children in the public school system, why better schools would serve them as well. Because if local private school parents, or the older local population who's kids have aged out of school, think this won't affect them, they are mistaken. We need schools that work for the kids. Not the convenience of parents and older people who don't care about local schools as they don't use them or need them.
- A well stated clear vision that allows school leadership and all stakeholders to move forward with direction and purpose. Then district and school leaders can be evaluated on the progress of such goals and this can be communicated through superintendent goals and school improvement plan goals and results.
- The reactionary and impulsive decisions with limited (publicly aware) information have been erratic and best and have greatly impacted the progress and growth.
- Provide feedback and ask good questions, but trust the superintendents that you hire to navigate the strategic plan. If they are not meeting expectations - specific feedback and prioritize with goals.
- Good luck and thank you for your time and efforts.
- Acknowledgement that the community is just pining for more information and that your role is to represent the community. Try to find a way to be less defensive and more transparent.
- Active listening to the community and demonstrated actions taken to community concerns to create transparency and a chance at building trust.
- Admit, discuss, and learn from missteps.
- Adopting better listening and reflection skills and not interrupting each other would be great Agree to open bargaining with the MEA
- Agree to open bargaining with the MEA
- Agree to open bargaining with the MEA, please
- Allow collective bargaining to be done in an open visibility format (zoom) so that there is no ambiguity and total transparency on both sides.
- Allow open bargaining! The community deserves to hear and understand what teachers need. Secrecy breeds a lack of trust.
- An entirely new school committee
- Answer questions honestly instead of in vague terms to basically avoid answering and stop using excuses to evade communication. While there are certainly some items that you cannot speak publicly about there are many that you can and continue to avoid. Not good and not fooling anyone.
- Answer questions that are asked directly.
- Answer the community's many still unanswered about Superintendent's firing, among others

- Any communication would be an improvement but stop hiding behind closed doors and be honest and open, like you promised in your campaign.
- any format where you will receive and respond to questions from the community Are there summaries of the school committee meetings posted anywhere?
- Available recordings of community committee meetings.
- Access to minutes of committee meetings avoid text messages and tell the truth
- Be honest and totally transparent with your community
- Be more detailed as to how you are representing families in Marblehead vs your own opinions. For example, "I have heard from overwhelming number of constituents (numbers please) that they want to keep this school property." It is hard to discern why you have the positions you have, they do not seem to be substantiated. I would feel more positive about the SC if I knew more of the "why."
- Be more transparent.
- Be open and transparent about what is going on; articles in the newspaper; emails; social media; ask for input on what matters to the parents; focus on educational matters, not flag policies that alienate an already marginalized population of our town; we are truly scared about the state of our schools and have even had talks about moving in order for our children to be in a different school system (and my husband and I both went through Mhead schools...this would be devastating and not taken lightly). And as a bi-racial family, it's truly disheartening to see you considering banning flags that highlight that our children's lives matter. It breaks my heart. And my nephew is in 8th grade and his textbooks don't even contain 9/11?! How are we so underfunded in such an affluent town? I appreciate you trying to move forward and I hope that it makes a positive difference and our schools can get back to what they once were.
- Be transparent about the decisions being made and why they are being made. Be transparent while doing what is best for the students and staff.
- Being clear and communicative with community. For example, including members of the public in understanding why we lost the superintendent. These swift acts of power without community information or a chance to voice their thoughts undermines all trust in school committee.
- Better Communication to All
- Better transparency and much more prompt delivery of information
- Bring on board members with actual business and/or education experience. Board member should stop using their own personal opinions and needs to further their own agendas and/or needs for their
- Come to the various schools for meetings with that school community
- Communicate via some other method than Facebook. All of us parents get emails from the school/superintendent. I don't know why the School Committee doesn't transparently communicate in the same way.
- Communication and transparency with the community is critical.
- Communication goes both ways. The school committee is getting strong pushback from the town on a number of unacceptable ways it has handled situations. A large portion of the town is communicating their lack of confidence in the committee, and the committee is not responding to that communication in a meaningful way. There is a disconnect between their responses and the public demand for accountability. People might be happier with SC communication if it conveyed a sense of accountability and a commitment to a change in behavior. So far it's empty platitudes and hiding behind executive sessions or meetings that shut people out or flatly refuse to engage meaningful dialogue or questions. If having a newsletter could change that, then i am all for it.

However the method of delivery isn't the communication problem here, it is the SC's consistent lack of transparency, accountability and commitment to change that people are concerned about. Deal with that, and communication has improved.

- Communication has to be two ways. I don't feel like the committee does a lot of listening right now, and without listening I don't think it is a representative system.
- Communication is not the issue. Governance, leadership, and proactive policies and procedures to restore academic excellence to our K-12 comprehensive school system. SC should do their legal job/responsibilities and stop micromanaging to serve their interests
- Communication isn't one sided. It he committee needs to listen AND action concerns and feedback from the school community as well as provide goals and action plans for agreed upon outcomes.
- Completely Open and transparent responses to journalist.
- Consider resigning your roles in the best interest of the Town's children. You've embarrassed us enough for now. Others will step up in your place and rebuild all the trust you've destroyed.
- Considering there is little communication with the School Committee currently, anything would be an improvement!
- Copy and Pasted from the MEA presidents regarding the SC communication survey
- Agree to open bargaining with the MEA. Open bargaining will engage the community and help make sure that they receive accurate information throughout the bargaining process.
- Dedicate time at each school committee meeting to respond to public questions if possible. Also at least two open forums per year built into the school committee calendar.
- Direct engagement with the community would be best, with a moderator to assure that the question was answered. A combination of the live dialogue from the SC led meeting with a moderator would be best, pre-planned questions lack the dynamism needed to have a real discussion.
- Do you have a social media account that can update with posts about topics discussed with links to meeting minutes and issues that will be voted on? As a parent in Marblehead and educator in a neighboring community, I would be interested to follow an Instagram account run by the school committee to stay up to date and know when events are happening similar to @allmarblehead.
- Doesn't seem like there's much of any currently
- Don't fire superintendents in an executive session.
- During SC meetings public comment period change to public question & answering minutes
- Email all district families with a schedule of meetings (including zoom links) at the start of the school year. Share the agenda for each meeting via email ahead of the meeting. Allow for public comment and questions - and actually answer the questions as well as follow up
- Email summary of meeting minutes. Include more information as to the reasoning behind decisions. Taxpayers fund the public school, we deserve to know why, especially when the town churns through superintendents. Need to tell the taxpayer how our money is being spent.
- Emails about upcoming events so we know what is going on! Follow ups after any events so we know key points and will interest people in attending in the future.
- Encourage all SC members to communicate thoughtfully and honestly.
- Explain why you even need communication advice. The fact you feel you need advice informs us you don't know how to conduct yourself.
- This is what we need: Plain explanations for the catastrophic mismanagement to date. You cannot spin your way out of this - costing millions while ruining reputation. Unvarnished truth. Mea culpa. Explain why there have not been resignations.
- Explain why you don't call an election. You have serially misrepresented your agenda and are only in power via that misrepresentation. You have and had no mandate.

- No more closed doors. Our schools our business. Our money our business.
- Present detailed Roadmap. Who, What, When, Where, and Why. Responsibilities and consequences. Explain why isn't a professional recruiting?
- Explain how you managed to lose the confidence of all constituencies except yourselves. FAQs as a major component of a monthly news letter would be very helpful
- First, the communication options above don't make sense. For example: How is a "conversation with the school committee" different from "coffee chat with a school committee member"? League of Women Voters is an independent organization that hosted one discussion as an impartial moderator. I hope the Committee can rebuild enough credibility to communicate with the community without the need for an impartial third party. I'm very interested in this if its needed, but hopefully it's not needed. What does "frequently asked questions" mean? Is this a communication of some kind where questions would be asked? An in-person forum? Second, the information from the Committee is unclear at best. The newspaper coverage has been quite valuable and clear and I trust my friends and neighbors for their perspectives. Third, I'm not sure communications are the core of the issue. Is there a thoughtful plan the committee is pursuing? If yes, please say it because it's not obvious. Send it from the same email as this survey. It doesn't have to be fancy or difficult, but there does need to be a clear plan and a clear rationale. Fourth, it seems the committee weaponizes the meeting rules at every opportunity to avoid answering questions or providing a plan. This appears to be deliberate and conveniently applied to steamroll any debate and avoid transparency. All in all, not very KEOW.
- Fix Aspen. It sends opaque messages about assignments which are not useful. What assignment is it? Is there a link I can click on to review the work my student did? Which teacher is this class for? That's how you should be spending your energies, not "communicating" with the town. Fix the actual problems in the schools, please.
- Full transparency Fund the school.
- Given the turmoil created by this SC over the last 11 months you need to regain at least a modicum of trust. You should perform the bargaining contracts with the MEA in open meeting. Agenda and all available documentation should be widely published..perhaps via email list asap once meeting is posted. Website is devoid of approved minutes. You should include community members and teachers/ metro reps on Interim Super search.
- Have open bargaining for current contract negotiations. Marblehead is not a giant corporate machine that needs to hide information from the residents. The union will be asking for what teachers believe is necessary to provide the best education possible, and the town as a whole needs to hear it. Don't breed more distrust by keeping problems, and shortcomings a secret.
- Here are some suggestions as I try and think outside the box: Perhaps a quarterly "Conversations with the School Committee" meeting would be appropriate; this could take place in unusual venues that might attract a varied audience (Abbot Hall lawn - weather permitting; Lee Mansion garden; Old Town House). This would be supplemental to the suggestion of a monthly newsletter which I believe is a good idea. Dates would be announced well in advance. You could perhaps even have a guest speaker for 20 minutes to speak about 'best practices' or other topics. Another suggestion might be to set up a table outside Crosby's/Farmer's Market/Baseball Games across from Police Station, other? periodically to engage with residents. This would show an openness to want to communicate in non-traditional ways. There could be a small sign to encourage/promote productive dialogue. A laptop with a scrolling slide show could be on the table with various key points/issues. Perhaps to show solidarity with the high school students, a member of the school committee could sit in periodically on student government or another relevant meeting. Middle

school students could have a school committee member visit the 8th grade Civics classroom a couple times a year. Perhaps a member of the school committee could help the departing children get into their cars at pickup/dropoff at Brown School alongside the teachers. This would not be to encourage conversation to hold up traffic, but would just be to show support.

- Are there teacher meetings that are attended by a school committee member periodically at schools?
- Is there a way to have a weekly column in one of the newspapers?
- The general point is to make the school committee members more 'customer-facing' and interacting with the community to build communication avenues, etc. Folks may be disinclined to attend a meeting (but still complain), however, by putting yourself out in the community in a public way - to foster open dialogue - this would show a good faith effort to rebuild relationships. I realize these take time and energy to execute.
- Thank you.
- I am concerned that having coffee meeting with a school committee member could put the member in an awkward situation to be testing the limits of Robert's rules. I think sharing some of the thought process that goes along with the decision making would be helpful. I for sure would not have voted for several members given their lack of transparency and honesty. I think we need a complete turnover of the committee. So much damage has been done and it's too late to come clean on all the past transgressions.
- I don't track the school committee website - but relevant recorded meetings can be linked from there
- I do think a "road show" (conversations with the school committee) leading up to town meeting is helpful and would give opportunity to bring the public along as decisions are made. The number one issue I see is the (walls?) silos between town boards - namely, select board and school committee - and the relationship when it comes to budgeting realistically for the town. How can we justify approving a new library, while simultaneously cutting school budgets? It doesn't make fiscal sense. We need to have smart conversations between town leaders/officials to build trust in the community and earn support for the school budget when it comes time to vote.
- In case it is informative to hear - I no longer use Facebook at all to get information for upcoming meetings or access recordings, I rely on the town website and email communications to stay informed. I usually watch recordings and only get to tune in live to SC meetings (online via zoom) occasionally. I will be attending Town Meeting in person to ensure any funding ask passes the town meeting vote to get on the ballot for a town-wide vote.
- I don't have any specific suggestions as the lack of transparency over the last few years has shielded the general public from the inner workings of the school committee. I do however as a mother and educated member of the community have many concerns about the school committee operations. Lack of transparency being somewhere in the middle, inability to keep a superintendent towards the top, issues with legal counsel, and subpar class room ratios being an even more personal concern.
- Most of what we learn of the school committee involves financial concerns and the political milieu around items such as flags. I would prefer to have more substance debated within our school system with a focus of operations that bring results to our students in terms of readiness for next steps. I am not necessarily saying that this is all mismanaged but the narrative does not seem to be in a productive place and that could be the result of the communication problem.
- I don't want more communication, just honest communication. The platforms of transparency were not true and the chaos in the district is the laughing stock of the region. You have so much

explaining and fixing to do. I don't feel comfortable attending sessions because there is so much anger, lies, denial, and politics.

- I greatly appreciate all of you for stepping up and taking on a tough job, but more transparency.
- I personally think the school committee is doing an effective job of communicating with the public. The calls for "transparency" came with the non-renewal of Buckey's contract. From what I understand there were good reasons for that which could not be made public because it was a personnel matter and there are legal sensitivities. There is a group of voters in Marblehead that are constantly pushing leftist politics into the schools. They are more like agitators and angry at the school committee because some of their supporters voted for the SC in the last election. It's all partisan political warfare and none of it belongs in the schools. Towns and schools should be neutral when it comes to national and partisan politics. I commend the current school committee for holding together and maintaining through constant attacks. Keep up the good work.
- I request that the SC agree to open bargaining with the MEA. Open bargaining will engage the community and help make sure that they receive accurate information throughout the bargaining process. Communities that use open bargaining report have positive experiences on BOTH sides of the table.
- I request that the School Committee agree to open bargaining with the MEA. Open bargaining will engage the community and help make sure that they receive accurate information throughout the bargaining process.
- I think being more straightforward with answers rather than giving the politically correct version. We want to understand what can be done to make sure we aren't laying off really amazing teachers in our district. Our district has gone way downhill in a very short period of time and we've wasted hundreds of thousands of dollars, only to then need to also cut budget. Something needs to be changed and you all hold some accountability for that change. Explain to us what your plan is!
- I think it's a little late for that. Personally, I think the school committee should resign . I do not trust them at this point.
- I think informational groups for the school committee to hear from members of the community on specific topics would be helpful. I.e. a chat about special education since some committee members
- are comfortable knowing little about it because it doesn't apply to their family. That was hard to hear. They represent the community and make decisions that impact that group. Or a group chat with high schoolers and other community members who wanted their voices hear about the flag policy.
- Members of the committee wanted to implement an unnecessary limitation, they didn't want to leave it to the school to vote and decide, which is what should have happened, and their voices were stifled. The best advice is if you're on this committee you should be comfortable having more community involvement because that is necessary to your function if you're going to be successful.
- I think it needs to be an open circle of dialogue between community members and the committee
- I think it would be helpful if parents were surveyed about their experiences with their schools and then that data was shared, alongside teacher surveys, students surveys, classroom observation data, and progress monitoring measures so that we could really actually see how schools are doing in terms of serving students and the community. It would be helpful to know how that data is informing the School Committee's work, and to have actions serve as an assurance that the SC is committed to continuously improving, both how it approaches the work, but more importantly how it serves the students and schools. In addition, a newsletter that can be read on our own time (if we have jobs or children's obligations that prevent us from attending at specific times) would be very

helpful, as well as more public and coordinated efforts to lobby the town to make decisions that best serve schools.

- I think it's less about how you deliver information and more about actually delivering information. Start sharing and stop hiding.
- I think the monthly newsletter is a good start.
- I think the SC communicates better now than the last 18yrs I've followed.
- I think the school committee lost the trust of the community with all the circumstances surrounding the removal of Dr. Bucky. The non disclosure agreements put in place around that makes it impossible for the community to ever feel there is open communication or that this committee is deserving of our trust.
- I think the school committee should look at other school committees and see how they communicate important information. The school committee has very important tasks and decisions to make and it's vital to keep the community informed.
- I think the school committee should take an approach of oversharing/being proactive around information sharing as opposed to waiting for something to happen and then reacting with communication.
- I think there is a lot of time spent listening and not enough time with budget transparency. The math is clear- we have to pay for kids that have needs by law. Our current structure is not funding that initiative, and not paying paraprofessionals a living wage. The taxpayers say they cannot spend more which I understand- then we have to come up with alternate budget solutions. Maybe we should have sponsorship of schools? of sports teams and academic teams? Maybe we should leverage money in other areas? By the way, thanks for all your hard work! Your job is thankless and anyone that says "unacceptable" should have a position on a committee instead of writing lengthy articles to a paper where they get no feedback.
- I think this group has worked hard on transparency and it is appreciated. We need to rebuild trust and I think you have been prioritizing trust and relationships. As a teacher, I wish there was a safe way to express concerns and solutions. I am going to share a concern that I do not know where to put it. We have had so many administrations. Our former Asst. Supt. created a great resume while she was here, but was it addressing the needs of Marblehead or Lowell? Her expectations of students, in my opinion, were lower than Marblehead teachers. Please read the attached article. Marblehead used to be Boca Raton.
<https://apnews.com/article/teacher-appreciation-week-henderson-school-florida-103044d32bde4d4a756409c34b9a2c82>
- I want transparency. I'm not sure this SC can achieve this.
- I would be more interested if I had confidence that the tough questions would be answered honestly and thoroughly but it appears that a lot of the questions are given a "surface" answer. You guys have a very tough job, don't make it more difficult on yourselves by giving the appearance of dodging answers!
- I would like the SC to agree to open bargaining with the MEA
- I would like to be asked what type of services that I would like see my school system have. I am sick and tired of hearing about a level services budget. How about an excellence budget? Tell me what it would cost to have phenomenal schools and maybe I will pay for it. I will not pay more for just "fine"
- I would like to see school committee members comment and or answer questions that come up during the meetings rather than take everything under advisement.

- I would worry less about additional opportunities to connect, and more about giving clear concise HONEST, TRANSPARENT, information in the time that already exists - School Committee meetings.
- If I'm being completely honest, the best thing the school committee can do to increase communication efforts is to decrease what I'll call the nonsense for lack of a better term. With the recent activities of the school committee over the past few years and the inability to retain staff with the district in somewhat of a state of disarray, I've just sort of tuned out. Unfortunately when actions show an inability to properly manage situations when that is a group's responsibility, you just stop listening because you don't feel anything worthwhile will be said.
- If the committee truly wants to improve communication it will. Previously meetings were not well advertised, virtual only. I believe the committee needs to do its work without having to worry about the losers of the last election. The outreach is much appreciated.
- If you are authentic about communicating more openly with the public, go ahead and do any and all of the things on the above list. The community has been asking for many of these items for years. They have been up for discussion in your meetings for years. Just go for it. Start any and all of these and gather feedback as you go and use that feedback to improve/make changes. Beyond these tactical items, I think it will be important to step back and really think about a communication strategy and the goals for both SC and SD communications. Once you know the goals, it will be easier to create an execution plan that will include everything from: website updates (beyond FAQs, there are so many improvements to be made to the SC website, including looking at pages that are not used/updated - like the calendar) to newsletters to newspaper/media pieces to meeting agendas and minutes to communications related to special projects and subcommittees (e.g. district leadership searches, facilities) to SC meeting goals and structure (e.g. ensuring time for uninterrupted discussion and feedback from all members of the board, ensuring SD professionals are present and given time to offer feedback on discussion items, etc.) to forums to in person discussions. It might be time to revisit working with a professional firm that can help both the SC and the SD with this - to me, it's a massive undertaking that, understandably, no one on the SC or in the SD has the time or the expertise to get right.
- If you want to increase communication, why not open bargaining to the public?
- I'm sorry. I do appreciate the experience they have had at Marblehead. Thank you too for all you are doing.
- In person grand-standing takes away from time to exchange the information people really want. Would love to have people submit their questions/statements ahead of time. School committee then has time to prepare thoughtful answers. The Committee also needs to get better at answering questions succinctly.
- Increase transparency, decrease off camera interactions. We don't trust you. You have hidden agendas.
- Increase transparency. Why was Buckey fired? There's a huge lack of trust with regards to the school committee.
- Increased communication doesn't speak to the issue of lack of trust and the use of position to feed personal agendas.
- Involve student representation. Always involve students(Q)
- Is it possible for the SC to have a FB or Insta page for folks to follow?
- It is less about how you communicate and instead doing the job you were voted in to do. There needs to be increased accountability, transparency and slowly you will gain back the trust of your community.

- It might be helpful to add the purpose of the school committee at the top of the agenda (I know it is redundant) to keep the meeting on track. Maybe a mission statement? Also, if you were to add how many minutes you were giving each topic. At times, the meetings seem to veer off course.
- It would be helpful to share information about decisions made in a more timely manner. For example, a vote took place last week regarding 2024-2025 user fees. Appreciate the fact that discussion took place in March, but this decision may catch folks unprepared. Will this information be communicated soon so that families can plan? Not everyone attends or watches meetings, or reads agendas and minutes. (Posted minutes are delayed as well.) Merely posting the information on a web page where it may be found next August is not sufficient notice. It is a huge increase and could impact family decision-making. Will the communication include information about requesting fee waivers? If so, will a fee waiver be a verified income based decision or open to all that ask? Where will the extra money for coaches (and advisors) costs come from if participation decreases below the assumed percentages? Same question applies if the number of fee waivers, or a combination of participation decreases and fee waiver increases, cause a similar budget funding shortage.
- It would be nice if links with updates, notices and meeting calendar could be sent out in communications by each head of school so school age parents are more informed.
- It would be wonderful if at the beginning of SC meetings the SC could do a 5 minute overview of all of the current items "inflight". As a working adult with multiple jobs and children it can be hard to make it to every meeting and read all of the minutes (which do not always give great context). I notice that we do not always go back over all items being worked on and the "to-do" list can easily seem to get lost.
- I would also like to comment again that a clear planning document for the district that states the goals and can serve as something that we can track progress to those goals would be great. It would be easy to refute a failing grade if it was easier to measure the work that you all are doing.
- Re: the negotiations with the unions, it would be great to have clearer communication about what is happening there. Who is involved, what progress or not has been made. There are many examples of how other towns have communicated on this that could be used.
- It's about LEADERSHIP and GOOD INTENTIONS, neither of which this Committee seems to know anything about. You're asking about "communication "is too little too late, and certainly want resolve the horrible mess the current school committee has created.
- I am relieved we're out of the firestorm you created. What else will go awry; what other school leader will leave their post on account of this School Committee?
- It's frustrating when parents speak up about budget issues and things they would like to see added to the budget, then the school committee/super only go with what the principals suggest. And no matter how many meetings one attends or listens to, a parent can't understand the budget process or the revolving funds/free cash. It's just not explained in simple terms.
- Keep Sara Fox in charge=keep Town accountable!
- Keep up the good work. You are dealing with a very challenging cast of people. Keep up the great work
- Know your fellow board members and listen to their view. Struggle to do best for the students. Let's all be winners.
- Let the public communicate during longer public comment AT MEETINGS. Stop centering the SC and let the Superintendent do his/her job. Stop your surrogates on Facebook from spreading disinformation.

- Listen to questions and answer them. Don't talk over people or lecture them. Don't hide behind "open meeting law." Let administrators do their jobs. Stay focused on what you're supposed to be doing not trying to control them. Start planning for the future by developing a transparent budget process and have reports during the year. The appearance of finding money under a rock to solve a deficit does not inspire confidence. Be thoughtful leaders. Treat fellow members with respect not condescension. Look at the audience not your computers. Please hire a good superintendent.
- Listen to your town, There's a reason no one likes you guys. We all know you can do better. -A Concerned Student (The high school is falling apart and everyone is trying to hide it)
- Lower the temperature and work with newspaper on headlines around the good happening in town
- Make it more "snackable" and accessible to those of us who have full time jobs+ kids commitments+ trying to stay afloat in a challenging economy. Should be straightforward and to the point not a repeat of the novellas we already receive from school principals, teachers, department chairs, etc. I actually take the Zoom meetings now and throw them into an AI platform for succinct notes because I don't have 2+ hours all the time to sit on a Zoom meeting when I already do that 20+ hours/week for work. It is much more impactful and time considerate.
- Make sure you are communication with the entire community. Past administration only communicated with liberal academic clique, they are very vocal but are not the majority and don't win elections.
- Make your own decisions and stand by them. Justifying a particular course of action with the statement of "at the advice of legal counsel" is not a get out of jail free card, and I think that's how the community perceives the use of that tactic by the school committee. Legal Counsel is certainly there to advise, but they also certainly don't always have the right answers, nor are their motivations or priorities always aligned with the school committee or the community. Legal counsel should be considered and weighed as one of many factors in your final decision, it is not the absolute guiding force.
- Maybe this already exists but a place where all school related info and documents, calendars, etc. can be accessed would be helpful. I also suggest a video format weekly update from a Committee member on behalf of the committee - better than reading in many cases. A monthly "pulse" survey on how people are feeling about and what questions they have for the Committee might help get ahead of brewing issues and put single loud voices in larger context? And remember, it's not just about "increasing" communication; it's about making it more trusted, more useful, more meaningful. All this said, I do know it's not an easy job and I appreciate your effort and energy.
- Meet once a month with Teachers at each school during school year. Show your faces, be accountable. The Superintendent should do this too. I know the Teachers can act like a bunch of ass hats when we're all in a room together. But have a set of rules etc. We don't know you (SC). Both the Super and SC (and Teachers) need to show the parents and town that we can work together to build better schools. We've tried it the other way with not working transparently together
How's that working?
- Meet with the students and teachers to understand their perspectives and needs Monthly newsletter to update.
- Monthly press conferences to answer reporters' questions.
- More community public inclusion in ALL school matters, especially related to policy, budget and contract bargaining. The community pays for it all, therefore, meetings (including, bargaining) should be open to all. And while I have your attention ... I also think housing all of upper admin at Widger Rd has contributed to the current "us vs them" working environment. Spread their offices out across the schools; Super in one, HR in another, etc etc. No more fraternity. And with regard to

the flag issue ... why not task the high school art department with partnering with the mural artists in Salem and creating an all inclusive mural? Thank you.

- More time to ask and answer questions
- More transparency throughout their process. Provide rationale for past decisions to the public.
- My perception is that the school committee spins information to hide bad choices they've made and to skew information to improve community optics around their actions. So, the amount of communication doesn't need to increase, but the quality and honesty does.
- Newsletter with FAQs would be a great addition - help with engagement and allow for individuals to plan attendance/reach out accordingly
- Newsletter would help for sure. No
- No necessarily increase, but definitely need to be more transparent with what is really going on in the School Department
- Offer some meeting times that are more convenient to parents. Weekday evenings can be very difficult, especially at 7 pm.
- Online
- Open and transparent bargaining and a future role at evaluating our administration. There are no safeguards in place for teachers to express their concerns about the school system. Whether back in the day with Ken Lord running the district, making educational decisions on a daily basis that he had no right to make or the fact he collected income for 2 roles. Or how we now have a hr manager who is unprofessional and making decisions in the district she is not qualified to make and is a liability and who is evaluating her? Or the fact that our interim superintendent has been involved with the Watertown district in some capacity all year long although perhaps allowed to moonlight with her contract, yet there is no way for faculty to share concerns about it.
- Perhaps another example is extending Buckey's contract after very little proof of his work ethic and commitment to MPS and giving him a raise yet teachers got 0. His work ethic was horrible but he was very good at publicity for himself. Teachers need a stake in the game. We need to be part of the evaluation and feedback of superintendents. It was incredibly disheartening to see the SC chair follow the law firm's lead and criticize us -the teachers who have been here through thick and thin yet are not valued. Transparency would allow us the voice this town has never provided us. It was so shocking to watch you deny us an open transparent bargaining. We thought you were our biggest cheerleader if not for if for the school system. It was heartbreaking
- Open bargaining Open bargaining
- Open Bargaining with MEA would be ideal for transparency.
- Open bargaining for the staff contracts so the community can see what is being discussed.
- Open bargaining so that community members understand how underfunded our school system is. The community needs to see how mismanaged things were for so long and put up the funds to fix it and move forward. When i arrived at this district 11 years ago, the facilities, technology, curriculum and salary were all 10-15 years behind the district I worked for previously. I was shocked and wondered if enough money was being allocated appropriately to the schools. Every year I am using my own money for curriculum and supplies. This is the first year that I have been given curriculum for every subject. There were many complaints about JB and Nan, but they finally got curriculum in our hands and started to fix the facilities and technology. I don't think people understand what it takes to adequately fund the school system. I also think we've had terrible management of student services since I joined. This has not been run well and I am curious if this has been part of the budgeting issues.

- Open bargaining with the MEA Open bargaining with the MEA Open bargaining with the MEA Open bargaining with the MEA.
- Open bargaining with the MEA. Let everyone know what is going on - warts and all. The entire community wants to know and needs to know where tax money is going and how it gets to go there (the decision process).
- Open bargaining with unions- This will show those of us in the community that the school committee is committed to sharing information accurately and openly.
- Perhaps you already have your own social media page but I wish the committee would stay away from pages like anything and everything and alt Marblehead schools. I feel when a committee member chimes in it becomes counter productive. Also full transparency would be nice. It should have been public that Brian Otta was suing the district before the election. We really need to all come together for the good of the teachers and the students..
- Personally I think you are all doing an amazing job! Keep it up and know many support you! Phone communication monthly.
- Please do not sign any more non-disparagement agreements. Otherwise you're doing great.
- Please explain why Dr. Buckey was dismissed. Secrets are bad for morale. The district has been chaotic since his departure.
- Posting on social media would be a great way to communicate to the community.
- Proactive, transparent and consistent updates on strategy, goals and progress made against goals as well as clear roles and responsibilities of the School Committee. I'm very impressed with the newsletters published by the interim superintendent. It's a good format, provides information in an organized way and I feel confident after reading about the competency of the leader. There are always challenges, to say there aren't or have a heavy filter on the topic doesn't serve the issue. I appreciate hearing about the challenges (and wins), how they are being addressed and objectivity in reporting the facts. That's how I feel after reading those newsletters - like someone competent has the wheel, is being thoughtful about how to navigate challenges, not causing more risk to the school and with the key stakeholders in mind - the students.
- Provide the school community with a list of items to be addressed at each school committee meeting ahead of the meeting. Provide a summary/minutes of each school committee meeting after the meeting, including: the list of topics addressed; the outcome of each item; any action items to be addressed; any controversy about items discussed, and next steps to address controversial topics. Complete transparency regarding decisions made by school committee, including: a list of decisions made by the committee in each meeting, how each member of the school committee voted, the rationale for the decision, and how it will affect the school community
- Providing a list of action items and goals for the year to the public either in the newsletter, social media post or one of the newspapers
- Publish meeting summaries, goals, objectives, etc. in the local paper. Put meeting notes in local papers and send frequent emails
- Quit
- Regularly meet with teachers and community members. Not always the same groups...their are many teachers and community members that are unheard.
- Reminding our community what is in your purview and what is not is crucial. The local "media" has their own skewed and grudge laden agenda . Instead of being on defense all the time, you must play offensively and better use existing platforms, like our horribly run MPS website to get factually correct information publicized. You all volunteer your time and are busy enough and should not have to host any additional forums. Use what you have already better. Start going after BOS and

FINCOM to clarify that the issues most people have are with them, not you. People who have wrong impressions of the SC are those who do not attend meetings regularly, pay attention or have children in the system. The Current is single handedly assassinating your characters and that of the SC. Start by addressing them directly and aggressively to stop their negative campaign against you. As modern day news communication is now in the hands of social media...can you increase your visibility in this way? Start using platforms to update and get facts out to our community in real time to the best of your ability and stop letting the Current control the narrative.

- Remove the standing committee and start fresh with new ppl and new goals that instill transparency. Reply to emails or have someone who will reply
- Resign Resign
- Resign - there is no faith in this particular School Committee. No one believes that communication is the real problem.
- Respond to emails. I sent multiple emails to the committee and individual members but received no responses, not even a "we got it" response. That's disappointing. Eventually, Sarah replied to my third email about the mold in the high school.
- Responding to any communications received (via public comment, private conversations/written communications) in a similar or appropriate format, providing information when allowed by law, and, if not allowed due to law/ privacy concerns, provide a full explanation as to why the requested information can not be provided. I believe this is what you have been striving for. Critics are going to attack no matter what action you take, just be sure to have a complete record of transparency or a complete explanation of why transparency is not possible.
- School committee needs to set a side their own personal agendas and focus on what's best for the town. Sadly this is not happening.
- Schools send too many emails and they get lost in piles of those. Maybe social media or something else would work better
- Share minutes from meeting quickly via website. Use website as main place to share info. Centralize all communications in one easy to find location.
- Share vision and plan how to improve quality of our school district. Less distractions and more focus on core academics
- Simple more transparency less decisions that make no sense and aren't explained.
- Some form of recurring update/highlights of key activities and decisions that the School Committee is working on.
- Some of options listed above are unclear -- such as the FAQs. Whose questions and where would the FAQs and answers be posted? It's not so much about increasing communication but also reconsidering the quality of communication. The town needs new ways to dialogue with the committee and the committee needs to demonstrate that it genuinely cares about community input and then respond publicly and be accountable to that input.
- Step down
- Stop "accidentally" deleting texts messages and conspiring behind the scenes.
- Stop blaming the public for creating a "vitriolic" environment. We have kids in school and we have concerns that need to be addressed. This language creates a smokescreen instead of promoting accountability and transparency.
- Stop deleting their emails and text messages
- Stop fighting with each other and be better listeners. You are there to do a job for the community, and you need to put your petty grievances aside for the greater good. We need better leadership as well. The committee should not be a dictatorship.

- Stop letting the inmates run the asylum. Do not let students set school policies. Stop trying to please everybody.
- Stop lying to the community. Own up to your mistakes and stop accusing anyone who pushes back of being toxic and vitriolic. Start being leaders, not narcissists.
- Surveys such as these are premature and, therefore, not productive. Unless or until the School Committee as a group and as individuals have proven themselves to be transparent, trustworthy, and financially accountable for their decisions, and have learned not to exercise their will outside the boundaries of their job description - only then will such a survey have the potential for finding common ground and earning community support.
- Take the budget binder from Widger Road that you all take about, make paper bound copies, and hand them out to all parents of public school children.
- Tell us the truth about Dr. Buckey
- Tell us why John Buckey was let go. Tell us why Brian Ota did not disclose that he had a legal filing against Dr. Buckey before he ran for School Committee - anyone and everyone expects transparency and honesty as basic necessities for someone running for an elected office.
- Text
- Text messages
- Texts for updates like meetings and events Thank you for all your effort!
- The amount of turmoil that Marblehead schools are in right now is very concerning. We have budget issues but that is not most concerning. We have incredibly high turnover at our leadership level. The cause of this appears to be complete dysfunction and misalignment from the school committee. My sense is that this survey stems from the school committee thinking that "more communications would help people understand what we are doing".
- The school committee needs to take a step back and engage on the larger issue at hand. Not focus on how they can better position/ communicate the chaos they are at the center of.
- The current school committee is doing a great job communicating The first step to communication is listening. You fail to listen.
- The idea of a newsletter with important news and updates is a great idea. Not everyone can find the time to attend every meeting so it's easy to feel out of the loop.
- The meeting schedule is hard to read and not always correct on the website. sometimes I sign on and find out the meeting happened a few days earlier- but the time is still blocked off on the calendar. Perhaps a schedule with the date/meeting name/link in lines would be easier to read than the current format
- The newsletter is a great idea but meetings need to be communicated with enough notice--and through means people can find--so that folks like me can schedule around it. It feels like decisions get made and then most of us find out about it after the fact. Also, you need to do a better job including students in your communications and meetings.
- The newsletter is a great idea just to keep everyone informed that may not be able to attend or watch the meetings.
- The public view of the MPS in the last year has been horrible. The firing of Superintendent Buckey appears to be unfounded based upon past grievance with a member of the school committee. Why can't we keep leaders in the MPS? Better communication around all of this could cast light on this darkness.
- The SC is still not transparent. We need a clear understanding of what's happened over the past few years. I don't care what their legal counsel advises them to keep secret. Their legal counsel isn't protecting me, my children, or Marblehead. Having a full understanding as to why our school

system is a complete mess, in an insular small town of millionaires, where we should be at the top of state rankings instead of the failing mediocracy, is what is needed.

- The SC should be communicating with the community using multiple means, and this should include the SC listening (with an open mind) as well as "presenting". Multiple means includes open forums, truly listening to community input during SC meetings, being interviewed on MHTV, frequent articles in the 2 M'head newspapers - Current and Weekly. If you, as individuals, have "agendas" for the schools it is really important that you declare these in open sessions. Because of the things you, as a Committee and as individuals, have done and the way you have done them, you are largely perceived by the community as having hidden agendas and, therefore, not to be trusted.
- The school committee should agree to open bargaining with the teachers union.
- The School Committee should allow open bargaining so that the town/community can be aware of what is going on in the meetings with the teacher's union and better understand why there is a need for more funding for the schools.
- There is a lack of transparency and little to no town voice representation from the current school committee. You need to be clear about WHY you are making your recommendations/decisions and how it will impact the schools, teachers and students.
- There should be a weekly email from the Superintendent with an update from school committee, including a copy of the upcoming agenda and an easy to follow link to past minutes.
- They can be honest and forthcoming.
- Think you are doing your best in a tough situation. To me, it is important that the SC support our local newspapers. Respond to reporters when they ask for comment. Ask the papers for space for a column. It is also important to me that the members of the SC stop condemning the public for asking questions and at time criticizing their actions. Many of you took these roles after years of being on the other side and firing hard questions and frank criticisms at the SC - through public comment, op-Eds, local news stories and on social media. Of course there are important rules of engagement in this criticism (children should never be part of the conversation) but you need to be able to engage with your critics and encourage their questions. If you are genuine about better communications, the improvement needs to come in the form of a two way conversation and an openness to feedback and a willingness to change course. On a separate note, but related to communication. We need to see more discussion within the committee at your meetings. When a topic is opened by the chair, there should then be a full discussion amongst committee members, some counsel and feedback from the professionals (superintendent and her/his team) and THEN comments from the chair. The chair should talk the least and listen the most. And members of the committee, especially the chair, should not interrupt speakers. Great communication begins with listening. I encourage you to communicate often, honestly and with an open heart. Thank you for volunteering!
- Transparency
- Transparency needs to be increased, greatly. The explanations for the lack of transparency in the past have been unconvincing.
- Transparency! Monthly budget reports, data collection on system improvements. Our high school ranks 86th - our community of kind districts all in the teens and twenties. The lack of a superintendent and consistency in the position has negatively impacted the district and Community.
- Try being transparent, you are doing a very bad job and you are a detriment to the community. You could all resign.

- Try not to sign non-disclosure agreement so that the community knows what's going on with administrators being fired.
- The school committee should participate in open bargaining.
- The third party recommendations for school personnel should be fully shared from his report.
- The suspended Glover Teachers should have their positions reinstated & nothing in their personnel file. This unfortunate incident was a problem with administrative support
- until the school committee tells the town Why they fired Buckley it will be hard to move forward Utilize this format to ask more substantive questions.
- Via the local newspapers
- We are less concerned with the communication of the school committee, and more concerned with the school committee's ideology of exclusion and bias.
- We as parents receive far too many communications from far too many groups. It's impossible to keep up and many get overlooked. In addition, sending links in emails that go to a webpage with another link to click is ridiculous. Just include the information in the email itself.
- You are ineffective as a cmte.
- You could proceed with open bargaining with the MEA against the advice of your council.
- You need to work on the content you're communicating. Actual answers to people's questions, actual substance and data backing up your statements. What you say privately needs to match what you're saying publicly. Also, you would benefit from doing more listening and less talking.
- You should all resign.

If you attended or watched the forum hosted by the League of Women Voters, do you have any suggestions to improve the format?

- A forum is a meeting where ideas and views are exchanged. This was not a forum. A better description would have been a curated Interview.
- A more informed moderator who could ask probing questions and follow ups rather than those pre-determined
- Allow for comments from the audience when incorrect answers are given. allow for conversation/dialog/follow up
- Allow for real time questions Audience Q&A
- Be more succinct and a tighter agenda.
- Each SC committee member should be attempt to answer each question as it pertains to general work; not necessarily sub-committee work. This would add transparency to the process as it is clear that some members are operating with differing agendas.
- Figure out a way for teachers to raise concerns about administration and general concerns anonymously
- For people to stick to time limits
- Have co-moderators, one being local, who would be able to call out misinformation that was stated by members of the committee.

- I believe in freedom of speech - but maybe suggest to people to phrase their question in a positive manner?
- I believe questions should be allowed to be submitted during the forum and can be screened by the league
- I don't think the LWV should waste the SC time with another one of the 800+ complainers who signed letter aren't going to speak up or send their questions in that they complain about.
- I suggest the SC listen more and stop personalizing answers. This isn't about you. Start taking responsibility for your actions. Maybe then you would start to retain an iota of credibility.
- I think people should submit their questions ahead of time, a moderator read the questions and the school committee answers - they have a limited amount of time to answer to keep things moving.
- I thought the format was fine. It's tiring listening to so many disgruntled people who want to inject politics into the schools.
- I thought the format was good especially having a moderator not from Marblehead
- - I thought the format was good. I would have liked for the moderator to do a bit more to ensure we heard equally from all members of the committee.
- In all of these forums I believe that we need to have the SC share a clear plan for the district so that all discussions can be held in the context of that document. For example, a clear plan on would allow all budget discussions to clearly show the current & future impact on the district. Otherwise it can be very difficult to draw a line to what is being affected.
- It was definitely more informative than the prior forum however I wish the moderator had pressed for more complete answers. Also, both forums severely limited public engagement - through moderation of questions.
- It would be great if the SC could actually be transparent.
- It would be great to publish the list of questions that would be addressed before hand. Or a way for questions to be submitted and then voted on to be addressed.
- Limit the situations where committee members pile on and repeat answers already given. Be more concise so that more topics can be covered.
- More follow-up questions and having time limits on the time for SC members to answer. More time
- My 2 questions were not asked. I don't think that's right I think all questions that were submitted in writing by the provided date, should have been asked.
- My recommendation is to listen to each other at meetings. I already made one of surveys through the Superintendents Email.
- no No No
- No need for a moderator, the school committee is capable of answering public questions without one
- No, I really like how the forum is set up.
- No, I thought it was well done none
- Not all of the questions submitted were fully represented, don't be afraid to answer the hard questions- it appeared that the committee was avoiding some questions (not questions related to personnel directly but hiring of a new superintendent. Etc)
- Once again, one committee member dominated the discussion and responses. Was hoping the moderator would balance the time across all committee members so that we could hear in more depth from folks who often don't have a chance to speak during committee meetings.
-

- Please engage in open bargaining with the MEA to continue with transparency with the town.
- Provide a list of questions submitted so the public can gauge how much interest people have in each area
- Questions ahead of time are good
- Seemed moderator wasn't very well informed of issues.
- Stakeholders would like the idea of more communication at each SC Meetings The committee needs to actually answer the questions.
- The format was effective, but feel like there is a greater need to craft a vision reflective of the school communities including families, staff and students.
- The questions were repetitive and had already been answered in the previous forum. It would have been better if the public had been able to ask questions themselves again.
- The questions were so general that they didn't help to inform people about the questions that had been posed to the school committee in the weeks leading up to the forum. Like the questions asked by the letter to the editor giving the school committee and F.
- The SC should not be so condescending to taxpayers. Their first obligation is to the citizens of Marblehead, not their legal counsel.
- The school committee should be more transparent with their answers. About the only thing they agree on is not providing answers to the community.
- They should do a bit more outreach to get some questions from the community. This was the better of the two formats
- Thought the format was great!
- Why are you asking for feedback on the format of the League forum but not your own conversation event? Regardless, a moderator more familiar with Marblehead issues would maybe have helped get the public more detailed answers from the school committee.
- Would love to see the people asking questions/ better production value