

This statement is written by and on behalf of the employees of Wareham Public Schools. We are administrators, teachers, support professionals, paraprofessionals, secretaries, food service workers, bus drivers, and custodians. In the past three years, our work environment has become more ineffective, hostile and chaotic. We want taxpayers to know the truth.

We are curious if the School Committee is aware of our situation. If they already know how we are being treated, this would mean either they support this type of treatment, or that it's not a concern. In the past three years, many of us have not seen or spoken much to School Committee members and we wonder about that as well. We used to see them in our schools more.

As district employees with many years of service, we have had other school leaders make decisions that we did not always agree with and had to accept. We understand that. The difference is that we could talk to them and receive respect and a listening ear. Doesn't effective leadership include your employees feeling like they can voice an opinion? Unfortunately, that is not the current situation. There is a running joke among employees to avoid eye contact or interaction with district administration to escape being next "on the list." Is a culture of fear and a lack of morale what the School Committee and residents want? As the saying goes about what rolls downhill, building administrators often act the same way due to their own fear of retaliation. Administrators who do not treat people like this are punished and suffer their own consequences. After seeing what happens to those who voice an opinion or concern, we keep our mouths shut to keep our jobs. This is happening at all of our schools.

The residents of Wareham spoke loud and clear when first-time candidate Mary Morgan beat an incumbent by a wide margin. We asked that our friends and family members vote for her so that things would improve. If this does nothing else besides get people to ask "If our school employees are this miserable, how are our children being affected?" or "What HAS gotten better in three years?" our mission will be accomplished.

In the past three years:

- Big, expensive changes are made with no forethought or input from parents or staff such as: eighth grade moving to high school, Cooperative School being moved three times in three years, West Wareham Academy and East Wareham closures to name just a few. How much money is being spent for these and many other nonsensical decisions?
- Test scores have gone down in three years to remain well below the state average across all grade levels. Wareham High School has fallen from a Level 1 to a Level 3 status during the last three years.
- Staff has attended professional development on unrelated, irrelevant topics for the past three years. A chosen few attend many all-expenses paid conferences in expensive and distant locations. The rest of us attend mediocre trainings while we worry about losing our jobs.
- We do not need an assistant superintendent or so many administrators, some who continue to get raises and special treatment. We need more teachers, counselors and paraprofessionals.
- An increase in parent complaints in the past three years, especially among Special Education

parents. They have good reason to complain. Sped Watch was right. Special Educations need a great deal of attention. There are many serious problems at all of our schools. Our Special Education staff needs competent district administrative support to do their jobs, not finger pointing, passing the buck and unresponsiveness.

- When a parent does complain, district administrations directs staff to handle that student differently (i.e., don't punish them), negatively empowering both the student and the parents and undermining each school's attempt at providing a safe environment for all students. Previous district administration supported staff more and didn't give "special treatment." We are also being spoken to harshly by district administration at meetings in front of parents, lawyers, co-workers, etc., for decisions we did not make. This is happening at every school.
- More students in the last three years are going out-of-district, either by school choice or to very expensive Special Education schools. One loses money and one costs the district a lot of money. Fewer students are going to night school which brought more money into Wareham.
- There have been more accident reports in the last three years. More teachers, staff and students are being hurt at school. Many more sick and personal days are being taken at every school.
- More grievances are being filed and going farther in the last three years. There are more lawsuits against the district from parents and employees. District lawyers must be billing more hours.
- Many talented and passionate people have left in the last three years due to the negative environment and targeted mistreatment. Quality employees are being fired, demoted, forced out, and bullied by district administration. They often are replaced with a friend or previous colleague of the administration. This is also a running joke shared by everyone. Some of these replacements are uncertified, have no relevant experience and questionable work histories. One district administrator has a work history of many districts for a very short time in each.
- In the last three years, an overall sense of apathy and resignation has developed. Except for a few people who seem to get whatever they want, including raises and expensive trips, we are very tired of being treated this way. We deserve a more healthy and functional work environment.
- There are many more negative examples of the last three years. Wareham needs to take back their school district and hire competent leaders who care about this town. We have good people working in this district. We love to teach and help kids. We want to get back to doing that. **We remain anonymous for obvious reasons. Ask around and find out. We all have our own stories of such treatment. But we don't want to lose our jobs for telling the truth.**