

# ACKNOWLEDGE. LISTEN. COLLABORATE. IMPLEMENT.

Before any ground can be gained a thorough understanding of the issues and concerns is paramount. You have all done an excellent job of attempting to understand and gather concerns. Let's listen, talk and find some common ground.

Love your enemies, for they tell you your faults.

There never was a good war or a bad peace.

- Benjamin Franklin

## QUESTIONS & ANSWERS

### PARENTS

LOVING. PROTECTIVE.  
ADVOCATES.

the greatest  
responsibility anyone  
can ever have

### STAFF

SUPPORTIVE. INCLUSIVE.  
EMPOWERING.

supporting emotional  
and educational  
development of  
children

Asking to be heard

Looking for a voice

Frustrated

Discouraged

Hopeful

Professional

Discouraged

Frustrated

Committed

Caring

Caring

Dedicated

**ACKNOWLEDGE.  
LISTEN.  
COLLABORATE.  
IMPLEMENT.**

Question: What does the behavior matrix look like, how can we better understand it?

Parents: We are working on expanding on the central office's guidelines while working to allow flex for special circumstances. (more information will follow)

Staff: We are working to collaborate with staff to address where we could do better and how to better address the complexity of issues that we face.

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**ACKNOWLEDGE.  
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Question: What is the proper channel/process that parents can use to address issues?

Parents: First thing, please reach out to your teacher. Next, please feel free to reach out to Assistant Principal Sanchez and Principal GG. Email: [elsanchez@seattleschools.org](mailto:elsanchez@seattleschools.org) and [gguerrero@seattleschools.org](mailto:gguerrero@seattleschools.org)

Staff: Parents will be reaching out to you. If you need support, please let us know.

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Question: Are these concerns a gap in staff development?  
Or is there something else going on?

Parents: As Admin, we have complete confidence in our staff. We are working to understand how we can better support our staff.

Staff: We hear you and understand that there is deep frustration and discontent. We want to work with you to do better and work with you for resolution.

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Question: Does the principal meet with the staff regularly to address these issues?

Parents: Yes. Although we are aware that many meetings don't equal good conversation. We are looking to improve.

Staff: We hear you and acknowledge that you are asking for better conversations, more transparency, inclusivity and a true voice . We are listening and determined to move that needle forward.



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Question: Are the needs and conflicts being resolved during staff meetings?

Parents: We would like to think yes but, the fact that the question is being asked means no. We are working on this.

Staff: We hear you. We welcome your feedback. We are here and will listen, acknowledge and want to resolve these things with you. We ask you to work with us.



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Question: Who is on the building leadership team? Are there meeting minutes?

Parents: We can provide a detailed list as to whom is involved. Minutes are taken but of the casual variety.

Staff: We understand "Voluntold" is a real thing and you are right that is not the way to build a team. We are looking to do better. We want to learn from what hasn't worked in the past, address them and work better, stronger.

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Question: MTSS program - Why hasn't it started yet?

Parents: Let's talk about what MTSS is. Also, it has started but not as well as it could have. We are working to improve here.

Staff: We are looking to work with each of you to help us to improve here. Our ears are open. We know that there are improvements in communication and organization that need to happen and we are committed to making things better with you.

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Loyal Heights Elementary October 16, 2019



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Question: How are we going to integrate MTSS?

Parents: Let's talk about this. Again, let's clarify what MTSS is and how we believe that it is a positive thing for our community. (more information to follow)

Staff: We would like your collaborative help with this. Thoughts?

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**Question: Is it possible to have a parent and staff discussion without the principal?**

**Parents: You are absolutely welcome to reach out to your teacher regarding your student and/or anything else that is on your mind.**

**Staff: We are here to support you with any parent concerns. Please know that you have our support to engage with our parents and community. We support open communication.**

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Question: What has contributed to the climate decrease in the last survey?

Parents: Truly, I think that we have perhaps not been communicating well or inclusively and we have missed some warning flags.

Staff: It is complex and not simple to resolve however, let's be sure to state on the record that we (admin) support, appreciate and value the contributions of each of you.

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Question: What is the timeline for the implementation of the disciplinary plan for the school?

Parents: We are working to fine tune a plan that will adequately address the needs of our school. We have a working plan in place and we are continuing to refine it.

Staff: We need your help with this. Every student situation is different and all of your perspectives are appreciated.



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Question: Will there be any dates for working parents in the evening or weekends?

Parents: Yes. Perhaps this coming Monday evening. We are considering having a regular series of these conversations in order to work forward. Thoughts?

Staff: We understand that the morning only option was tone deaf. Of course you are a critical component and we want you to be able to be there. Thoughts?

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Question: Does the staff feel safe bringing up their issues to the administration?

Parents: It seems that you have heard that they do not. This makes us (admin) sad. We acknowledge that something is broken and we want to fix it.

Staff: We promise you, no retaliation. We want your thoughts, ideas and frustrations so that we can work through them WITH you.

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**THANK YOU FOR LISTENING AND LEARNING WITH US**

