



Southborough School Committee

Southborough, Massachusetts 01772

Dear Superintendent Martineau,

The Southborough School Committee conducted two office hours sessions on Tuesday, June 4th, 2024, for approximately 4.5 hours. Roger Challen and I facilitated both sessions and noted what was communicated. We offered sessions for community members to provide feedback given the recent incidents at Neary School. This was my first time doing office hours for the School Committee, and with approximately 15-20 people in each session, we had a group discussion rather than individual discussions.

During office hours, three main themes emerged: questions and comments about the investigation and how the administration handled it, the actual incidents and recommendations regarding the next steps to benefit students and teachers, and Special Education concerns.

After categorizing all of my notes from office hours, emails, and individual conversations, I propose the following:

1. Create a FAQ document with the questions that have been generated. This will be a fact-based document and be made available on the website when it is complete.
2. Work through the summer on an action plan based on feedback from the community. The administration also has been developing action items, so I want to be thoughtful and comprehensive about this plan. Of the people who attended, there was a significant amount of feedback regarding policy review, training recommendations, enhanced communication with the school community, and more.
3. Include "community updates on progress" as a standing agenda item for Southborough School Committee meetings.
4. Immediately request the initiation of an external audit of the internal investigation to be completed within two months and provide the report directly to the School Committee Chair.
5. The District needs to provide opportunities for discussion and conversations around Special Education and answer the questions on the FAQ.

6. Continue to provide opportunities to engage families in soliciting feedback in order to collect more comprehensive data.
7. The School Committee Chair needs to work collaboratively with the Chair of the Region and the Chair of the Union to ensure the Superintendent's goals and evaluation of those goals address concerns raised through these incidents.

I have received questions about the process and protocols regarding the accountability of the Superintendent, including a question directly asking, "What is the process for removing the Superintendent?". I think it is important that the public understands this process. The Northborough-Southborough Regional School Committee is composed of 10 members. The Superintendency Union #3 Committee comprises 3 Southborough K-8 School Committee members and 3 Northborough K-8 School Committee members (6 total). Per the Regional Agreement, together, the 16 members have responsibility for the employment of the Superintendent. A vote for removal by two-thirds of the 16 members (held in an executive session) would be required to remove the Superintendent.

We have a lot of work to do as a district, and I am committed to continue to listen and work collaboratively to make improvements.

Chelsea Malinowski

Chair of Southborough School Committee