

December 12, 2018

Sue Hannan
President, Manchester Education Association
1750 Elm Street
Manchester, NH 03101

RE: Culture and Climate Survey at Hillside Middle School

Dear Sue,

Dr. Vargas asked me to update the MEA on the results of the culture and climate survey conducted at Hillside Middle School over the summer. Please allow this letter to serve as that update.

As you are aware, last spring, the Manchester Education Association (“MEA”) raised concerns with the District regarding the culture and climate at Hillside Middle School (“Hillside”). Specifically, the MEA shared concerns that Hillside administration was not working effectively with all staff members and that certain staff members felt as though communication with Hillside administration was ineffective to the point that staff felt uncomfortable raising issues with administration.

In an effort to address the MEA’s concerns, the District hired an outside consultant to conduct a culture and climate survey at Hillside. Former New Hampshire Superintendent Jeni Mosca conducted the culture and climate survey. The MEA requested that the consultant speak to 11 of its members. The consultant spoke to each of those 11 members. The consultant also spoke to all three of Hillside’s administrators, as well as nine randomly-selected staff members in order to assess Hillside’s strengths and weaknesses.

The investigator’s report constitutes an internal personnel practice of the District and therefore will not be released publicly. However, after reviewing the report, I wanted to inform you that any allegations of misconduct raised by the Association were unfounded.

The report does note, however, that there are communication issues amongst staff members, and between staff members and building administration. While I do not believe that these communication issues represent a legal concern at this time, I would suggest staff members and administrators address their concerns in a constructive way so that all parties may move forward.

Please do not hesitate to contact me if you have any questions.

Best regards,

Meghan

Cc: Dr. Bolgen Vargas, Superintendent of Schools