

My name is \_\_\_\_\_ and I am a town resident with one child enrolled at MVMS. My child is currently going through the Goffstown School System, as did I. I love the town of Goffstown and am aware that the culture and climate at MVMS has taken a turn for the worse. I would like to help, which is why I am here tonight to read a statement on behalf of many of the staff members at MVMS, which include teachers, paras, cafeteria workers and custodians.

The reason I am reading this, and not a staff member, is because they are so fearful of retaliation. It is my hope that you will hear their plight and respond accordingly by looking into how things are run at MVMS.

Their main concern focuses on a part of the mission statement they feel needs to be greatly improved, as it directly impacts the climate and culture at MVMS in a negative way.

The mission statement states:

**Beliefs.—We believe in:**

**Providing a welcoming environment where all students and staff feel valued, and safe, and are treated with respect, dignity, and equity**

There are many instances where staff members have not felt valued, safe or treated with respect, dignity, and equity.

In fact, the staff members who are attending this school board meeting want you to know that working at MVMS has become quite stressful, and that many of our staff members are too fearful to even appear before you tonight.

In asking the question, "What is it like to work at MVMS?" The answers ranged from: oppressive, mean-spirited, vicious, micro-managed, toxic, unsupportive, vindictive, fearful, intimidating, etc.

Staff members are reporting that visits to their physicians have increased, as many are now taking medications for anxiety, depression, and lack of sleep due to the harmful environment they must work in. In fact, many of them have hired attorneys so that they will feel safe and protected.

Over the past five years, the staff turnover rate has approached 75%! This is also a clear indication that

something is not right at MVMS. What was said at those exit interviews? Do you know? You can be quite sure that these staff members left due to the hostile, unsupportive environment. Some of them who have left included a 'Teacher of the Year', as well as many beloved staff who had been long time Goffstown employees. When teachers have a positive environment in which to work, the climate and atmosphere reflects that and they do not leave. This is not the case at MVMS. It does cost the district money to continuously train new teachers.

If we did not care for our students and our school, we would not be appealing to you to help us change the culture and climate.

In one instance, before the holiday break some teachers were given permission to show holiday movies. Some were denied the same request. It is not the teachers who suffered here; it was the students. The students were aware and asked, 'Why does that team get to watch that movie and we are not allowed?' Not only is this unfair, it is micromanaging professionals which reflects a lack of respect and confidence that the staff knows how to do their job and always looks out for the best interest of each and every student.

As you were made aware at the last school board meeting, the teachers won their grievance. No longer does each and every homeroom teacher have to go outside and retrieve their students at the 8:25 bell. Since this ruling was issued, the students are no longer expected to line up by teams and are encouraged to quickly enter the building. What results is a large mass of hundreds of children running to get to the entrance. This is very unsafe. For past 20 years at MV, there have been 4 teachers on morning duty and this practice still stands today. The teachers have had a safe system for 20 years, where the 4 on duty are positioned at various points upon entering the building. The students lined up by teams and were directed into the building in a safe, one team at a time, manner. Many teachers have talked about this major safety concern, but nothing has changed to make the morning arrival safe again. Is this retaliation at the staff at the expense of the students?

Teachers have also reported humiliating experiences where they have been yelled at, treated unfairly with a lack of dignity and respect that they all deserve.

This unsupportive environment directly impacts the students as these examples of inequity, lack of respect and quite frankly, bullying reflect.

The SAU also has a mission statement and under the School Board Roles it states:

**To be open and encouraging of district employee dialogue and discussion.**

In support of that mission statement, and on behalf of the staff, they are imploring and pleading with you

to discuss these issues at MVMS amongst yourselves as a board. Have things gotten better or not?  
Many of the staff members would like to be asked by School Board members about the climate and culture of our school. Our mission statement is not serving the staff of MVMS.