



Dear Ms. Lora and School Board:

On November 30, 2016, the School Administrators cast a vote as to the performance of the Oklahoma City Public Schools District Leadership and whether or not he or she believed a letter should be drafted presenting our concerns. Every one of the School Administrators attending cast a “yes” vote. The School Administrators were then given an opportunity to vote, this last weekend, on the letter that was drafted. One hundred thirteen administrators cast a ballot with eighty-six percent (86 %) voting in favor of conveying this specific letter, and its’ content, to you.

Accordingly, we submit this letter of concern regarding the direction of Oklahoma City Public Schools District on behalf of our membership, the Oklahoma City Public Schools Building Administrators, and their families. Our collective lack of confidence in the district’s direction results, in significant part, from the culture that the administration has created over the last two years. We recently held a meeting with Superintendent Aurora Lora and we are hopeful about this meeting. However, we have previously been told that our concerns would be addressed. We intend this letter to follow-up on that meeting, document our very strong concerns and request specific action.

We contend that the District at-large is non-communicative, ineffective and exerts control by force or fear and absent genuine collaboration with school Principals and Assistant Principals. The District leadership continues to place additional administrative demands that require most building administrators to work in excess of 70 hours a week in order to meet the minimum job requirements placed on their schools from central office departments. Moreover, in most cases, District leadership instructional decisions are ineffectively communicated and place unreasonable demands on building administrators. Then, if District leadership determines that an administrator is not meeting, or makes an error in meeting, its poorly communicated and unreasonable demands, the district uses taxpayer dollars to make it difficult, if not impossible, for an administrator to defend his or her very livelihood and career. Many of our members are afraid to make any complaint for fear of retaliation.

In sum, the District has created an environment that undermines the morale of the school administrators and is detrimental to the morale and welfare of the organization. We have exhausted previous efforts at verbally expressing concerns to the cabinet leadership and its top three chiefs of the departments; Curriculum Instruction & Assessment, Operations & Maintenance, and Human Resources. Accordingly, we ask that the Administration and School Board take the following actions:

- 1) Retain outside-trained, neutral investigators to examine the facts with regard to any allegations and/or complaints on School Administrators. Currently, district Human Resources staff carryout investigations creating situations where neutrality is difficult to achieve.



2) Pay the attorneys' fees and costs of any Administrator that is successful in any employment action against the School District Administration. Currently, there is no cost to the administration for being wrong – or even for being unreasonable. They simply rely on taxpayer funding. However, there is significant cost to an administrator for being right. Frequently, they are unable to contest the action because they cannot match the taxpayer funding available to the District Leadership.

3) Adopt the State created Oklahoma Academic Standards and abandon the district created OKCPS standards that do not prepare students for success on, or align to, state assessments. Currently, the district standards run contrary to students showing success on end of instruction exams.

4) Return site based control of Federal Title I budgets to Principals and their leadership teams. Eliminate the “menu” of restrictions for programs that are allowable expenses under Title I regulations. Currently, the autonomy of schools has largely been removed with regards to the ability to individualize programming at the site level.

5) Re-open the building maintenance program with Principal input, to address school disrepair issues. Examine the general budget for ways to fund a more effective program. Currently, reactive maintenance is ineffective and the administration of schools' operations and maintenance now falls on site Principals.

In sum, on behalf of the Oklahoma City Building Administrators, we formally submit this letter of concern in the District of Oklahoma City Public Schools and request the above actions be adopted. Please know that the goal of this letter is to reestablish genuine collaboration and common effort towards the goal we surely all agree on – that is, the education of the students entrusted to our care. Towards this end, we respectfully request that the School Board take, the above actions, at minimum as a means to restoring Administrators' confidence.

Respectfully yours, .

A handwritten signature in cursive script that reads "Michael Lisenby".

Michael Lisenby
Primary Schools Union President

Respectfully yours,

A handwritten signature in cursive script that reads "Greg Frederick".

Greg Frederick
Secondary Schools Union President