



**A Declaration of No Confidence in Dr. Paula Donnelly, Director of Student Services
and Ms. Emily Dean, Associate Director of Student Services**

The members of the Marblehead Education Association have lost confidence in the abilities of Director of Student Services Paula Donnelly and Associate Director of Student Services Emily Dean to secure safe and healthy learning environments in our schools. Their inability to craft and administer effective policies has placed students and staff at risk and has created unfair working conditions for educators and inadequate learning conditions for students.

Teachers, paraprofessionals, and tutors represented by the MEA overwhelmingly voiced no confidence in Donnelly and Dean and are urging the School Committee and Superintendent to remove them from their posts. In addition, the MEA is seeking a course of action that includes educator input to improve the working and learning conditions in Marblehead schools.

The MEA maintains that Donnelly and Dean's handling of recent events at the Glover School that led to four educators being placed on leave is indicative of a larger systemic problem regarding the district's inadequate approach to maintaining student and staff safety. Donnelly and Dean have repeatedly mishandled situations that have placed students and staff at risk of physical harm and that have led to instances of students and staff being injured.

Educators are left feeling unsupported and uncertain when it comes to addressing a significant problem facing our schools. Specifically, the MEA must be involved in the district's work toward improvements in building level and district-wide communication; increased access to high-quality professional development; consistent application of

systems and structures; and an overhaul of the professional culture which is currently undermining staff and fostering a culture of fear.

The challenges presented by students exhibiting dysregulated behaviors are a top concern of educators across the state. The MEA joins the call for adequate staffing and professional training to address this situation that ultimately affects all students. Student mental health is a top priority and requires a more thoughtful and thorough response than the ones we have experienced over the past three years.

The MEA is ready to work with administrators, community leaders, and families to generate a plan that supports our students and leads to schools that allow for unimpeded learning.

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