

May 17, 2017

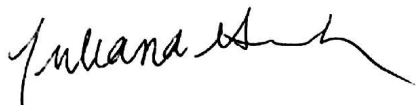
Dear NOCCS Board of Directors,

I am here tonight to express my support of our Head of School, Stephen Ajani. In the past two years, Stephen has worked tirelessly to support our teaching staff in their daily work and in their development as professionals, which enables us to better serve our children and families.

Stephen trusts his teachers to do what they do best everyday, and in doing so, has created a system of distributed leadership. He listens--actually listens--to teachers and their ideas for improving instruction, school culture, and curriculum and responds strategically. Last year, when teachers demanded more instructional support, Stephen encouraged the creation of our coaching team. He gave us--the ones who are the closest to the interests, strengths, intricacies, and needs of our children--the authority to make decisions on how to best support our teachers in their work with students. He has empowered us as teachers and teacher leaders, and has given us a voice, something that is missing from so many public schools. Stephen's collaboration with the NOCCS teachers has enabled us to begin to make innovative changes that work with our limited resources to best support the needs of our diverse population and the rigorous standards to which they are held.

We have a core group of teachers who, under Stephen's leadership, are committed to following through on the plans we have made to improve our programs and continue to provide our children with the educational experiences they deserve. With the addition of more experienced and strong educators next year, we can continue to make progress on our goals and continue our growth as a school community. A change in leadership at this point would entirely derail our future plans and would set us back enormously. I urge you to consider the impact a decision of this magnitude has on our school community as a whole. Please consider our teachers, our families, and our students who deserve continuity and the opportunity to continue their growth together.

Respectfully,



Juliana Germak
2/3 Lead Teacher
NOCCS