

COMMUNITY FOREWORD & COVER NOTE

As parent leaders, our goal is simple: to advocate for structural stability, transparency, and a predictable environment for all our children. We understand that every school building has unique strengths and unique challenges, and our community members hold diverse viewpoints on school leadership. This collective letter is not an endorsement or a critique of any individual; rather, it is a unified request that the district prioritize systemic consistency—lauded by the Superintendent as a cornerstone of the district's fiscal health and overall growth—and maximize the potential of our leaders exactly where they are.

AN OPEN LETTER TO THE SUPERINTENDENT AND THE BOARD OF EDUCATION

To Superintendent Bing and Members of the Board of Education:

We, the undersigned PTA presidents and leadership teams, are writing collectively to express our deep, unified concern regarding the proposed practice and pending announcements involving the relocation of building administrators.

At the outset, we want to clarify explicitly that this letter is not a critique or rebuke of any specific administrator currently proposed to lead or join our schools. The proposed incoming administrators are dedicated professionals in our district, and we have a great deal of respect for their commitment to serve our school community. Rather, this letter is intended to elevate our collective concern regarding the practice of changing building administrators, which directly disrupts the delicate building cultures and deep community trust that require years of intentional effort to establish.

Over the past several days, anxiety and speculation have grown rapidly among families across all our neighborhoods regarding which administrators will be reassigned and where they will be deployed. Beyond the immediate unease reverberating through our respective school communities, this ambiguity raises critical questions about operational continuity district-wide.

A Contradiction in Values

This practice directly contradicts Superintendent Bing's repeated emphasis on the absolute necessity of continuity to achieve district goals. In the recent Superintendent's budget presentation at the June 11 BOE meeting, the Superintendent highlighted the value of consistent leadership—noting the impact that inconsistency across District Leadership and the BOE has had on SOMSD over the last 15 years. As a unified parent leadership body, we find it deeply contradictory that this same value for stability is not extended to our individual school buildings, many of which have not had administrative consistency for more than three years.

Stable building leadership is foundational to guiding teachers, staff, and families toward achieving shared objectives. In fact, this school-level stability has been vital to shielding our families from the tumultuous instability experienced at the Central Office and BOE levels over

recent years. Changing school administrators with such frequency mirrors the volatility of "changing a Board of Directors every three years with new priorities," effectively creating a "turnstile" in building administration.

Superintendent Bing has rightly emphasized the need for the district to "get this house in order"; however, rapid administrative turnover at the school level does the exact opposite. If the BOE and the Superintendent do not value consistency in building leadership, why should families across our district value leadership consistency at 525 Academy Street?

Protecting Hard-Won Progress

While Superintendent Bing may have well-meaning intentions of positioning building leadership to capitalize on individual strengths—as outlined in his June 8, 2026, email to the SOMSD community entitled "*Looking Ahead: What Families Can Expect in 2026-27*" under the "*Strategic Building Leadership Team Moves*" section—we must ask if the district leadership is fully and equitably weighing the existing school climate and culture strengths these leaders have worked tirelessly to establish.

Furthermore, we implore district leadership to implement or consider other tools already at its disposal, such as targeted professional development, to strengthen areas that may influence why a current building administrator might be moved from one building and switched to another. There may be administrative strengths that a proposed replacement possesses that could be systematically developed in the current administrator. Our intent is not to undermine the authority of the BOE or the Superintendent, but we believe the reshuffling of building administrators across the district is an extreme response to operational strengthening. Shortfalls should instead be addressed constructively through targeted professional development and structured performance metrics right where these leaders are currently situated.

Many of our schools have only recently reached a hard-won level of stability after years of administrative transitions, and have led their respective buildings through the complex shifts needed to execute SOMSD's Intentional Integration Initiative. Disrupting these gains now would be profoundly counterproductive.

The Duty of the Board: As elected representatives, the community looks to the Board of Education to provide essential checks, balances, and active oversight. When a proposed administrative practice triggers widespread community distress and undermines structural continuity, it is the vital duty of the BOE to step in, evaluate the long-term impact of these decisions, and ensure they truly serve the public interest.

The Human Impact on Our Schools

During the June 11th Board meeting, the district emphasized that mental health line items were intentionally preserved. While we applaud the protection of these resources, the district must recognize that consistent building administration is equally vital to student mental health. Our building administrators have been invaluable in supporting students in crisis and providing the

safe, predictable spaces required for children to feel secure. Disrupting these environments will have direct, negative impacts on student well-being.

Furthermore, the ripple effects of this ongoing uncertainty are profound:

- **Staff & Strategic Alignment:** It is unrealistic to expect administrators to successfully engage their staff and finalize executable plans for the upcoming school year when they face the imminent prospect of reassignment.
- **Incoming and Current Families:** This inconsistency sends a confusing message to our incoming and returning families alike. From rising Kindergarten families who just connected with leadership teams at June orientations, to returning families navigating a new school year, we all face the deep uncertainty of whether those same trusted leaders will even be present in the fall.
- **Vulnerable Populations:** This lack of continuity disproportionately harms our most vulnerable student populations. For families navigating special education or language barriers, a trusted building administrator is an institutional anchor. Building that trust takes years. Our high populations of students receiving special services and our multilingual (ELL) families rely heavily on the established consistency and advocacy of our current administrators.

Our Unified Call to Action

We fully understand and respect that final personnel and operational decisions are ultimately made at the district level. However, it is our urgent request that the district genuinely considers the very values of consistency and stability presented so clearly by Superintendent Bing.

Through continued coaching, training, and supporting our current building administrators, the district can echo and enforce the vital importance of continuity and consistency across all structural levels—from the Central District Office and the Board of Education right down to our individual school buildings. We urge the District and the Board to listen to the unified voice of the community, reconsider the timing and execution of these transfers, and prioritize the stability that our students, staff, and families so urgently need.

Ultimately, regardless of the district's final determinations, our commitment as parent leaders remains unchanged: to foster welcoming, collaborative, and successful school environments. Should reassignments proceed, our organizations stand ready to welcome, partner with, and deeply support any incoming administrators, ensuring they have the community backing necessary to successfully build upon the unique cultures of our school homes.

Thank you for your time, leadership, and serious consideration of this urgent matter.

Sincerely,

The Undersigned District PTA Leadership:

- Clinton PTA Executive Board
- Delia Bolden PTA Executive Board
- Marshall PTA Executive Board
- Seth Boyden PTA Executive Board
- South Mountain PTA Executive Board
- Tuscan PTA Executive Board