



December 13, 2021

Parents, Students, and Battle Creek Community,

As educators, we believe every student deserves a safe and welcoming school, regardless of their race or gender, gender identity or expression, background or ability. As the BCEA, we set high expectations that meet student learning needs. We encourage creative problem solving through a well-rounded education that meets students' individual needs, respects and honors their cultural differences, and nourishes their social-emotional learning. And when we come together - parents, students, community, and educators - we can create learning environments where every student can learn and grow.

Six years ago, the community was promised a new day for Battle Creek Public Schools and the greater community. However, under the current Administration student behaviors have increased in severity and frequency. When Trauma Informed Practices and Restorative Practices were introduced teachers were ready and willing to take the charge to support all of our students, so long as the practices would be implemented with fidelity alongside the Battle Creek Public Schools Code of Conduct. This has not been the case.

Instead of supporting full implementation with fidelity, we have been left out of crucial elements of the process, questioned on referrals, and informed that consequences for behaviors should be minimal due to student trauma. In multiple meetings the current Administration informed teachers that student behaviors and discipline was a "building issue," even when it is a problem in nearly every building in our district.

As educators, we want to see all of our students succeed; however, in the current Administration the climate and culture on student behavior and discipline shows us students are not allowed to experience failure, in their behavior or in their classroom choices. Students need high expectations and clear guidelines for behavior. We all know students crave structure; however, we feel we are unsupported in providing this structure as District Administrators and policies are stopping us from doing what we feel is best to support student learning and growth.

Per a vote of the members of the Battle Creek Education Association there is no longer confidence in Superintendent Kimberly Carter, Central Administration, and the policies of the School Board of Battle Creek Public Schools when it comes to student behavior and discipline. We know our students, their families, and our community deserves better.

Respectfully submitted,

Anthony Pennock, EdD

President

Battle Creek Education Association