From:	Tom Donohue
To:	Thomas, Erin (DCPS)
Cc:	Thomas, Maggie (DCPS); Hardy, Sheena (DCPS); Hill, Adrienne (DCPS); Stinson, MaryAnn (DCPS); Quintin.Floyd; lewis.ferebee@dc.gov
Subject:	RE: Community Panel Invitation - Boone ES
Date:	Thursday, June 11, 2020 4:05:00 PM
Attachments:	Tom Donohue.vcf

Ms. Thomas,

With respect, I reject this explanation and again respectfully request an immediate delay providing sufficient time to responsibly review and consider the qualifications of each candidate. I frankly think that if this procedure of distributing candidate information at the beginning of the questioning then I would argue someone along the way HAD to have expressed these same concerns and therefore the process is flawed and must be addressed in order to give time for the panel to review and discuss with stakeholders. There is no way - not any way for each candidate to be properly vetted especially for individuals such as me who is from without side the DCPS system, who will likely will have questions to ask. How do you expect me to properly represent the community, the families of those attending Boone properly without a period of time allowing for community members to respond to the names of those that will be before us tomorrow. As far as confidentiality with respect, this is a position which has no confidentiality at this stage of the process parents and students have the right to know who the candidates are, they have the right to do their own research and they have the right to offer feedback to those on the panel to determine the best questions to be asked on behalf of the community. With that said you have us meeting at 9am, how much earlier do you expect us to have the vital information to us in order for us to craft questions specific to the candidates.

Let me address your statement about changing the process in the middle of the panel session, frankly I am not here to determine what is fair and what is not, I am here to represent the families and to collectively convene with the rest of the panel to discuss and create questions. I respectfully must say, I am not tasked with concern for the other communities. I am responsible to my community and this injustice not only jeopardizes the trust of this community but also shows a real disrespect for the panel members. I would ask the Chancellor how he himself could move forward without hearing from the community. How is it that he would task this panel to do something they have no time to do, unless of course it is designed that way. Look if it is your intention to not allow the school community to properly have enough time to review then just indicate that and frankly disband the community panel because all you are doing is misrepresenting the process and it annoys me that DCPS is wasting my and the rest of the panels time I refuse to fall into place to be your puppet – so you can check that mark and move on so it looks as though you solicited the input of the community. Shame on each of you who claim to care for the students and families and who know darn right that this is a true injustice to those in the community.

If you think anything of this stage of the process is equitable to the families of Boone Students then you have a much more serious matter than worrying about comparing it to other processes. How about you care about those who have the most to loose and by you taking their voice away by you hiding behind a cloak of secrecy you give no one the ability to trust you is that how you want perceived because through this you have lost my trust and earned my disappointment.

From my professional opinion, whether its for a school principal or for the pastor of a church no selection process works this way. No panel is given information pertaining to the candidates at the same time they are to begin questioning. This is a profound injustice to every student and parent attending Boone Elementary. I ask you to deescalate this process, allow the panel the proper time to do what's best for the students and families of Boone Elementary what is a few days if we are assuring those on the panel have time to execute what is before them. Sadly I must say, any action other than briefly delaying this process to allow for community input will result in my using every resource within my reach to call upon my fellow members of the media to help inform the community about this injustice happening in Ward 8. Let me be clear, I feel strong enough about this that not only will I denounce the process I will question the ethics behind the community panels, highlight the disregard and lack of respect for these panels that clearly mean very little to the process other than to sound good that DCPS sought community involvement. In addition since I see this as a disregard and attempt to silence my neighbors and families of students attending by taking their informed voice from being heard by the Chancellor, I will also make a public call for resignations citing DCPS is more concerned about silencing the panel and moving along than they are keeping the trust of the community. I implore you to consider a very slight delay to next week and allow the members of the community to properly do what they are tasked to do while having the consideration of time to review and responsibly provide valuable feedback that the Chancellor should want to hear in order to make an informed decision.

Pardon typos from responding from my iPhone

Please do the right thing.

Tom

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From: Thomas, Erin (DCPS) <erin.mckan-thomas@k12.dc.gov>
Sent: Thursday, June 11, 2020 1:34 PM
To: Tom Donohue <tom@tmdenterprises.us>
Cc: Thomas, Maggie (DCPS) <maggie.thomas@k12.dc.gov>; Hardy, Sheena (DCPS) <Sheena.Hardy@k12.dc.gov>; Hill, Adrienne (DCPS) <adrienne.hill@k12.dc.gov>; Stinson, MaryAnn (DCPS) <maryann.stinson@k12.dc.gov>; Quintin.Floyd <Quintin.Floyd2@k12.dc.gov>; lewis.ferebee@dc.gov
Subject: RE: Community Panel Invitation - Boone ES

Good Afternoon Mr. Donohue,

Thank you so much for your email. I want to ensure that each panel we have had for the SY 20-21 has been facilitated in the exact same way to ensure consistency, confidentiality, and continuity. That said, we send the credentials/profiles/resumes of candidates the morning of the panel to ensure confidentiality and consistency.

After completing the entire panel process, we encourage panelists to offer their feedback and insight so we can re-evaluate the process each year and make changes if necessary. Changing the process in the middle of the panel season is inequitable to all of the other communities that have already completed their panel. Additionally, we want to specifically address a matter that you mentioned in your email regarding question development:

- The question development process should focus on Boone and what the Boone community is looking for in a school leader. Each candidate must be asked the exact same questions in the same manner in order to ensure consistency, so please ensure that the questions cater to the needs of the Boone community. Once the panel has asked the 6-8 pre-determined questions that will be decided upon in your meeting this afternoon, the panel will have an opportunity to create a follow-up question that is specific to that candidate. This follow-up question will allow you the opportunity to review their responses, review their resume, and create a question that the panel wants to know more about. This question can vary from candidate to candidate.

We want this process to be equitable and consistent for every DCPS community, including Boone ES. Please let me know if you need any assistance during the question development session. Again, thank you so much for your email and I look forward to seeing you and the rest of the panel tomorrow.

Erin C. McKan Thomas
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We're on a mission to rewrite the narrative of what an urban public education can do for our students. What role will you play?

From: Tom Donohue <tom@tmdenterprises.us>
Sent: Thursday, June 11, 2020 11:27 AM

To: Thomas, Erin (DCPS) <erin.mckan-thomas@k12.dc.gov>; Stinson, MaryAnn (DCPS) <maryann.stinson@k12.dc.gov>; Quintin.Floyd <Quintin.Floyd2@k12.dc.gov>; lewis.ferebee@dc.gov
Cc: Thomas, Maggie (DCPS) <maggie.thomas@k12.dc.gov>; Hardy, Sheena (DCPS) <Sheena.Hardy@k12.dc.gov>; Hill, Adrienne (DCPS) <adrienne.hill@k12.dc.gov>
Subject: RE: Community Panel Invitation - Boone ES
Importance: High

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Ms. Thomas,

My name is Tom Donohue, I am a community member and neighbor to Boone Elementary. I have been nominated by the Boone community to represent their voice in regards to the selection process for the new principal at Boone Elementary.

I have made contact with CM Trayon White, along with all of the At Large CM and the Chancellor expressing my deepest concern over the availability of candidate information. I have never been part of any sort of selection process which restricts candidates information until just prior to the interviews. This seems like a way to avoid the committee having enough information to properly vet each candidate. This also prevents us from creating specific questions based on the candidates Resume. At this time I am requesting that Fridays meeting be postponed until which time DCPS provides the committee with enough time to properly review each candidate, discuss among the committee and properly form questions around each candidate.

I would find this most troubling if DCPS does not accommodate this request and would consider any movement to fulfill this position without the communities proper involvement null and void. I would make a very public argument one that would heavily involve the Boone Community, members of the media (of which I am a member of) city council and the Mayors office. This approach that DCPS takes is sketchy, I do not appreciate having little time if any time at all to properly review and if I am forced to proceed tomorrow, I imagine when I/we ask each candidate what they think of the process of which DCPS has taken, I hope we will hear their disappointment along with their concern knowing that a proper vetting from the community was lacking and that they do not have the support of that very community any candidate will need for any principal to be successful.

With that said, let's do the right thing and postpone this until you are able to provide us more than 24 hours to properly review and prepare otherwise I will see that DCPS explains their position and as a tax payer I will use very tool I have to show DCPS interests are not with the community and families and only interested in their own agenda. I frankly would prefer not to do that however since I am entrusted with this role on behalf of my neighbors I will have no other choice. I stand by ready to inform the families of Boone along with the very important super stars that we have their backs and that DCPS has done the right thing. What do you say, are we on the same page?

Very respectfully,

Tom Donohue

From: Thomas, Erin (DCPS) <erin.mckan-thomas@k12.dc.gov>
Sent: Thursday, June 11, 2020 10:53 AM
To: Stinson, MaryAnn (DCPS) <maryann.stinson@k12.dc.gov>; Quintin.Floyd <Quintin.Floyd2@k12.dc.gov>
Cc: Thomas, Maggie (DCPS) <maggie.thomas@k12.dc.gov>; Hardy, Sheena (DCPS) <Sheena.Hardy@k12.dc.gov>; Hill, Adrienne (DCPS) <adrienne.hill@k12.dc.gov>
Subject: Community Panel Invitation - Boone ES

Dear Community Panel Participants,

Thank you for taking the time to contribute to an essential component of the DCPS principal selection process for school year 20-21. Your feedback and time are invaluable to the Principal Selection process. Below you will find information about the logistics of the panel.

Attached to this e-mail is a copy of the schedule for the day. On the day of the panel, you will receive a link to view the candidate's resumes, which are confidential and should not be shared. Please note that by participating in the Community Panel process, you are agreeing to NOT disclose confidential personnel information related to DCPS/DCPS candidates to any unauthorized person or entity and that you will review this information solely for the performance of your official duties as a member of the Community Panel.

We will be conducting the interview via Zoom. The Community Panel will be password protected so please do not share the password with anyone not attending the community panel. All panelists must use their first and last name to enter the Zoom room. You will be able to enter the room 30 minutes prior to the start of the panel. I have enclosed a Zoom Participant Guide for your review.

We look forward to seeing you soon and thank you for supporting your school community in this manner!

Topic: Boone Community Panel
Time: Jun 12, 2020 9:00 AM

Join Zoom Meeting: https://us02web.zoom.us/j/86074445237?pwd=Rk1UelRHRkwwVGk3ODlaNno4OWJNQT09

Meeting ID: 860 7444 5237
Password: 343706

Dial by your location:

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+1 346 248 7799 US (Houston)
+1 669 900 6833 US (San Jose)
+1 253 215 8782 US (Tacoma)

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We're on a mission to rewrite the narrative of what an urban public education can do for our students. What role will you play?