

Dear Members of the Board of Trustees

I write you out of deep concern for the students and staff at TIDE Academy. I write anonymously out of fear of retaliation. The concerns I express in this letter have been previously shared with Dr. Silvestri, TIDE Academy's Principal, as well as the Sequoia District Teacher's Association by a variety of individuals to no avail. It became imperative to write you now in this manner because many of the same concerns are common knowledge to parents, students and staff. You, as keepers of the district and advocates of our students, are best suited to investigate and redress the concerns listed below.

A brief point before beginning, the staff mentioned herein do not feel like we can openly share our grievances with Superintendent Streshly because of her friendship with Dr. Silvestri. Superintendent Streshly actively pushed for Dr. Silvestri to take over as TIDE's principal. Superintendent Streshly has allowed Dr. Silvestri to run the school without checks and balances to everyone's detriment.

Parent, student and staff concerns are thus, in no particular order:

1. Dr. Silvestri is consistently inconsiderate of the ideas, feelings and needs of staff and students
 - a. Dr. Silvestri shuts down conversations when students and staff try to voice concerns
 - b. Dr. Silvestri sees challenges as opposition rather than areas for growth or improvement
2. Dr. Silvestri is prone to anger and retaliation
 - a. Dr. Silvestri openly yells at and admonishes students and staff, humiliating and belittling them when she is displeased.

- b. A number of teachers are waiting to get fired, not resulting from poor performance, but because they are not on Dr. Silvestri's good side.
 - c. A number of teachers, neither friendly nor unfriendly with Dr. Silvestri, feel unsupported and feel as if no investment has been placed into helping them improve
 - d. Dr. Silvestri humiliates and belittles staff and students both in the presence of others and behind their backs
 - e. Dr. Silvestri does not honor confidentiality
3. The school lacks identity, comradery, and community in general
- a. Students report that there is no school spirit
 - b. Staff meetings are cold, unstructured, and agendas are set minutes before the meetings
 - c. We do not practice restorative justice as advertised
4. Dr. Silvestri is not an instructional leader
- a. She does not prepare for meetings. She presents a topic, teachers lead the discussion and grapple for structure, and she ends the conversation because we run out of time.
 - b. We do not have guidance from Dr. Silvestri
 - c. We have not received instructional professional development training from Dr. Silvestri, nor do we think she is capable of providing it
5. Dr. Silvestri is neither passionate nor inspirational
- a. Dr. Silvestri is generally checked out during meetings and seems like she doesn't want to be there
 - b. Dr. Silvestri rushes through conversations regarding important decisions
 - c. Dr. Silvestri relies on teachers to make up for her shortcomings, one teacher in particular seems to do most of the heavy lifting
6. The building itself lacks enough space for us to grow
7. Dr. Silvestri provides preferential treatment to those she favors

- a. Students who come from families with more perceived power enjoy a higher status at TIDE
 - b. Dr. Silvestri treats families of different socio-economic statuses differently, providing good service to those of higher income and bad service to those of lower income
 - c. Teachers and students can easily point out the staff and students who Dr. Silvestri dislikes.
 - d. Staff members who Dr. Silvestri dislikes systemically lack resources and access to the facilities and furniture they need in order to run their classrooms effectively to the best of their abilities
 - e. Staff members who Dr. Silvestri likes enjoy resources and accommodations
8. Students and parents feel duped
- a. They don't know which courses will be offered next year
 - b. They feel like the school doesn't operate as advertised
 - c. They are afraid that they will be unable to transfer out of the school- they've been told so
 - d. The technology center is not operable as advertised when recruiting students
 - e. Dr. Silvestri did not make an effort to inform all affected families of schedule changes
9. Students are segregated
- a. English learners do not receive adequate support
 - b. We are tracking students
 - c. Students of color are not represented in our most demanding classes

Under Dr. Silvestri, TIDE fails to meet and uphold Sequoia Union High School District's fundamental principles and philosophy. TIDE violates SUHSD's first three guiding principles dealing with equity, discrimination and harassment wherein all students cannot learn and succeed, with racial and socioeconomic discrimination

as rampant as it is, lower income students of color are at a clear disadvantage. TIDE does not uphold SUHSD's fifth guiding principle, "Highly skilled and dedicated teachers and educational support staff have the capacity to guide students toward individual achievement and growth, and have a direct and powerful influence on student learning and life experiences," wherein, English learners receive inadequate support, and report feeling lost in their core subject classes.

A reading of SUHSD's guiding principles alongside this letter should give you, Members of the Board of Trustees, a general understanding that Dr. Silvestri is inapposite to SUHSD's mission, priorities, and philosophy.

I understand that without more, it is difficult to act quickly in situations such as these. Our ask, as concerned members of the TIDE community, is that you look into the concerns we raise herein, investigate, and hope you remove Dr. Silvestri from TIDE academy, and replace her with a qualified leader.

With utmost sincerity,
Concerned Members