



Andrew J. Bott
Superintendent

The Public Schools of Brookline
Town Hall
333 Washington Street, 5th Floor
Brookline, Massachusetts 02445
617.730.2401

July 19, 2019

Julie Schreiner-Oldham
Chair, Brookline School Committee

Dear Julie,

It is after much reflection, careful thought, and consideration that I have made the decision to resign from my position as Superintendent of the Public Schools of Brookline.

As I reflect on the past three years, I am proud to have worked with the thousands of staff, students, families and community members who make up the PSB family. My work has ranged from strengthening policies which protect students' rights, to achieving greater budget transparency and relative fiscal stability; from building renovation and expansion projects to supporting restorative practices across schools. I am most proud of the educational equity work that has taken place over the past three years, the personal work I have done to support principals, and the transformative work currently underway at Brookline High School.

With regard to educational equity, the diversity of teachers and paraprofessionals has steadily increased over the past three years. The PSB leadership team, including principals, deans, vice-principals, and senior leadership is more diverse than ever before. The PSB now has a Senior Director of Educational Equity with the resources required to support and lead diversity, equity and inclusion work across all schools. With these newly acquired resources, each student in the district will be afforded the opportunity to access the exceptional outcomes that a PBS education can provide.

Working one-on-one with principals has been a priority of mine since first accepting this position. Given the many demands on the time of the Superintendent, I am proud that I have been able to prioritize time with principals in schools each week over the past three years to offer support, advice, feedback, opportunities to problem solve, and time to plan thoughtfully and thoroughly for all of our students. They are a gifted team of school leaders, and I'm better for having had the opportunity to work with them.

The work at BHS has been significant and consequential. Through a great deal of collaborative work - from the development of an educational plan, through every step of the school design process, to the successful BHS override - construction on a renovated and expanded BHS has

now begun. In just two years, Brookline will have an even more remarkable high school which will continue to be the heart and soul of the town. BHS educators have continued to develop new and innovative courses. The social studies department worked collaboratively to develop a new, deeply engaging, heterogeneously grouped course for all 9th graders which is launching this fall. Through significant work on the part of countless high school educators, disproportionality in discipline has decreased and enrollment in honors and advanced courses has started to shift, so that the diversity and talent of our high school students is reflected in and across all BHS programs.

I hold these experiences, along with many others, with truly high regard. I am grateful to my team, colleagues, and fellow educators for their trust, hard work and educational vision over the past three years. Simultaneously, sustaining the quantity and quality of my work as Superintendent has come at great personal cost to me, and to my family. I have decided that these sacrifices are too great to sustain any further, and so, I have decided to resign as Superintendent.

I will work closely with you in the days ahead to support the District and the School Committee as you identify an acting/interim leader for the Public Schools of Brookline. I will always be grateful for having had the opportunity to serve as your Superintendent.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andrew Bott', written in a cursive style.

Andrew Bott