

September 2, 2020

Dear Monarch Academy Annapolis,

As we prepare to launch an amazing new school year, there's an important conversation for us to have regarding what's happening in our nation and even more specifically here in our community. We need to be clear about our intentions – as a school staff, as families, as students and as a community – to be kind, accepting and inclusive. We need to be committed to the ideal that every single one of us brings something of value to this collective endeavor. We need to be unrelenting in our advocacy for all, as the Board of Education exhibited recently when it passed a resolution supporting social justice by stating that Black lives matter.

There are some important facts that you need to know about Monarch Academy Annapolis and our work in this area.

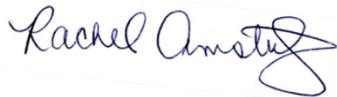
1. At MAA we value, respect, and believe in every student and are committed to their growth, development, and success.
2. At MAA, we are firmly committed to hiring a highly qualified diverse staff that reflects our student body. We will be sharing more information about our work in this area and future plans to continue to recruit a diverse staff.
3. We have reorganized our social emotional and behavioral staffing to increase our proactive work to support students and families. We have added new teammates and roles to expand our work. Our Bilingual Student Recruitment and Community Partnerships Facilitator will begin on Tuesday, 9/8. Our new Dean of Culture unexpectedly resigned, and we are actively recruiting and interviewing for this important role in our school. Many outstanding applicants have already applied, and interviews are being set up currently.
4. We are actively enhancing our programming to expand our focus on supporting the needs of all children. One example of our work in this area is that we have expanded our programming in the area of advanced programs with a strong focus on identifying and nurturing students who are typically underrepresented nationally in gifted and talented programming.

As your school principal, I need you to know that I am committed to ensuring that at Monarch Academy Annapolis our students -- ALL of our students-- are able to learn in a safe and orderly school; that they are academically developed and challenged; that their

social emotional needs are supported; and that our school prepares them for future success. Our team is FULLY committed to our vision and mission and to the hard work that must be done to ensure we are addressing all of these educational aspects as well as actively working to combat the inequalities and systemic issues that have plagued education for decades. We ARE committed to this work. We NEED your partnership to do this work. In the coming weeks, you can expect to hear from us about these topics and more. I urge you to lean into these discussions, join us, and be a part of the conversation and the solutions.

We are so excited to kick off this school year and to have our students back with us! We hope you will join us for Back to School Night tonight at 6pm to begin seeing the amazing work our team has done to prepare for this school year, to ensure our students are connected even in this virtual learning time, and to begin addressing the complex work in front of us.

Sincerely,

A handwritten signature in blue ink that reads "Rachel Amstutz". The signature is written in a cursive style with a large, stylized "R" and "A".

Rachel Amstutz

Principal

