

Subject: Re: 1/22 meeting and response

Date: Monday, January 15, 2018 at 12:57:00 PM Eastern Standard Time

From: Julie McDonough

To: Lisa Tabenkin

CC: Peter Sanchioni

I would appreciate seeing it. While acknowledging our legal responsibilities, we may want to reassure the community in some way and to provide avenues through which they can engage with us. But perhaps you have already done so.

I only say this because the 1st thing I learned in my crisis communications class was "don't let the lawyers dictate your statements." :)

On Mon, Jan 15, 2018 at 10:54 AM Lisa Tabenkin <ltabenkin@natickps.org> wrote:

Julie,

Our attorney helped me draft the statement. There is not a lot we can say because we are protecting a minor.

I am happy to send it to you after Peter has looked at it.

Lisa

Sent from my iPhone

> On Jan 15, 2018, at 9:46 AM, Julie McDonough <jmcdonough@natickps.org> wrote:

>

> Peter and Lisa,

>

> I'm wondering if I might offer some thoughts to you from a communications perspective on the response to the situation at the last meeting? I know we are planning to make a statement and I just wanted to offer some perspective on communicating in these types of situations.

>

> Let me know the best way to discuss-phone/Meeting?

>

> Thanks,

> Julie

Subject: Re: 1/22 meeting and response

Date: Monday, January 15, 2018 at 10:54:04 AM Eastern Standard Time

From: Lisa Tabenkin

To: Julie McDonough

CC: Peter Sanchioni

Julie,

Our attorney helped me draft the statement. There is not a lot we can say because we are protecting a minor.

I am happy to send it to you after Peter has looked at it.

Lisa

Sent from my iPhone

On Jan 15, 2018, at 9:46 AM, Julie McDonough <jmcdonough@natickps.org> wrote:

Peter and Lisa,

I'm wondering if I might offer some thoughts to you from a communications perspective on the response to the situation at the last meeting? I know we are planning to make a statement and I just wanted to offer some perspective on communicating in these types of situations.

Let me know the best way to discuss-phone/Meeting?

Thanks,

Julie

Subject: 1/22 meeting and response

Date: Monday, January 15, 2018 at 9:46:06 AM Eastern Standard Time

From: Julie McDonough

To: Peter Sanchioni, Tabenkin, Lisa

Peter and Lisa,

I'm wondering if I might offer some thoughts to you from a communications perspective on the response to the the situation at the last meeting? I know we are planning to make a statement and I just wanted to offer some perspective on communicating in these types of situations.

Let me know the best way to discuss-phone/Meeting?

Thanks,
Julie

Subject: Re: communications

Date: Sunday, January 14, 2018 at 10:05:31 PM Eastern Standard Time

From: Lisa Tabenkin

To: Mangan, David

CC: Peter Sanchioni

I have seen the posts.

Sent from my iPhone

On Jan 14, 2018, at 9:26 PM, Mangan, David <dmangan@natickps.org> wrote:

I have heard through a couple of channels that Cathy Coughlin and other plan to come to the 1/22 meeting to discuss the events from last week's public speak.

On Jan 10, 2018 5:44 PM, "Mangan, David" <dmangan@natickps.org> wrote:

I have been reached out to by about two dozen people. While explaining nothing to them, the sentiment has been "something more to the story". Of course I will continue to stay silent on it other than to say reach out to the superintendent and share if you have any concerns.

On Jan 10, 2018 4:49 PM, "Tabenkin, Lisa" <ltabenkin@natickps.org> wrote:

As I am sure you are all well aware that there has been a lot of talk about what happened at our meeting Monday night. There have been some harmful untruths being said and I want to clarify these issues for you.

I spoke with our attorney this afternoon and be assured that we did not break any OML and did not violate freedom of speech. Public Speak is there for any citizen to talk about anything that is happening within the district that is not on the agenda. People can not speak about employees of the public schools or any student. That violates the individual's right to privacy which we need to protect. We have mechanisms and support in place to help any student that needs it. Public Speak is not that

Please tell anyone that approaches you individual about this that SC can not talk about personnel or students issue in public. Assure them that we have the appropriate supports in place to help all of your students if needed. You can also direct them to speak with administration if needed.

I know I do not need to say this but **Do not engage on social media.** I will be making a statement to this at our next SC meeting.

Lisa

Subject: Re: communications

Date: Sunday, January 14, 2018 at 9:26:53 PM Eastern Standard Time

From: Mangan, David

To: Lisa Tabenkin, Peter Sanchioni

I have heard through a couple of channels that Cathy Couglin and other plan to come to the 1/22 meeting to discuss the events from last week's public speak.

On Jan 10, 2018 5:44 PM, "Mangan, David" <dmangan@natickps.org> wrote:

I have been reached out to by about two dozen people. While explaining nothing to them, the sentiment has been "something more to the story". Of course I will continue to stay silent on it other than to say reach out to the superintendent and share if you have any concerns.

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I know I do not need to say this but **Do not engage on social media**. I will be making a statement to this at our next SC meeting.

Lisa

Subject: Re: Request Meeting - After Action School Committee Meeting of January 8th

Date: Friday, January 12, 2018 at 12:24:00 PM Eastern Standard Time

From: Lisa Tabenkin

To: James Hicks

CC: Peter Sanchioni

I am out of town next week but could be conferenced in on a call.

Sent from my iPhone

On Jan 12, 2018, at 12:21 PM, James Hicks <hicks@natickpolice.com> wrote:

Good afternoon Peter and Lisa,

I'd like to meet next week o do an after action review of the incident on January 8th. My officers have some concerns that we must discuss before your next meeting. Is next Thursday a 3pm available?

--

James G. Hicks

Chief of Police

Natick Police Department

20 East Central Street

Natick, MA 01760-4631

508-647-9511

508-647-9509 Fax

FBI LEEDS #59

Past President Massachusetts Chiefs of Police 2013

President Middlesex County Chiefs of Police

Massachusetts IACP SACOP Representative

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Subject: Request Meeting - After Action School Committee Meeting of January 8th

Date: Friday, January 12, 2018 at 12:21:26 PM Eastern Standard Time

From: James Hicks

To: ltabenkin@natickps.org, Peter Sanchioni

Good afternoon Peter and Lisa,

I'd like to meet next week o do an after action review of the incident on January 8th. My officers have some concerns that we must discuss before your next meeting. Is next Thursday a 3pm available?

--

James G. Hicks

Chief of Police

Natick Police Department

20 East Central Street

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FBI LEEDS #59

Past President Massachusetts Chiefs of Police 2013

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Massachusetts IACP SACOP Representative

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LAW ENFORCEMENT SENSITIVE: Please note that if an Email I send is marked LAW ENFORCEMENT SENSITIVE and YOU are not a member of LAW ENFORCEMENT - YOU MAY NOT VIEW THAT PARTICULAR EMAIL.

Subject: Re: Fin com

Date: Thursday, January 11, 2018 at 8:12:28 PM Eastern Standard Time

From: Donna McKenzie

To: Sanchioni, Peter

CC: Firkins Reed, Paul Laurent, Lisa Tabenkin, ~SchoolCommittee@natickps.org

A question: Is it typical that a preliminary budget is submitted to fin com before it is fully vetted and voted on by the sc?

Thanks, Donna

Sent from my iPad

On Jan 11, 2018, at 1:42 PM, Sanchioni, Peter <pesanchioni@natickps.org> wrote:

From Fin Com

I welcome you in advance to the Finance Committee hearing on Tuesday, January 16. The order that we will go in will be as follows:

Bacon Free Library Budget

Morse Institute Library Budget

Keefe Tech Budget Overview

Natick Public Schools Budget Overview

Legal Budget

Board of Selectmen Budget

Our meeting will start at 7:00 PM and I would anticipate that we begin the FY 2019 Budget Public Hearing shortly after.

On Thu, Jan 11, 2018 at 1:35 PM, Firkins Reed <freed@natickps.org> wrote:

Time?

Sent from my iPhone. Sorry for typos and brevity.

On Jan 11, 2018, at 9:55 AM, Paul Laurent <plaurent@natickps.org> wrote:

I will be there.

Paul Laurent

Vice Chair

Natick School Committee

Sent from my iPad

> On Jan 11, 2018, at 12:51 PM, Lisa Tabenkin <ltabenkin@natickps.org> wrote:

>

> Peter will be presenting our preliminary budget to fin com next Tuesday night Jan 16th. Please attend. It is important that we show our support.

>

> Sent from my iPhone

--

Peter Sanchioni, Ph.D.
Superintendent
Natick Public Schools
13 East Central Street
Natick, MA 01760

Subject: Re: Fin com

Date: Thursday, January 11, 2018 at 1:42:47 PM Eastern Standard Time

From: Sanchioni, Peter

To: Firkins Reed

CC: Paul Laurent, Lisa Tabenkin, ~SchoolCommittee@natickps.org

From Fin Com

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Bacon Free Library Budget

Morse Institute Library Budget

Keefe Tech Budget Overview

Natick Public Schools Budget Overview

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Time?

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I will be there.

Paul Laurent

Vice Chair

Natick School Committee

Sent from my iPad

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>

> Sent from my iPhone

--

Peter Sanchioni, Ph.D.

Superintendent

Natick Public Schools

13 East Central Street

Natick, MA 01760

Subject: Fwd: January 16 Finance Committee Agenda Order
Date: Thursday, January 11, 2018 at 1:22:12 PM Eastern Standard Time
From: Sanchioni, Peter
To: Lisa Tabenkin, Laurent, Paul

FYI

----- Forwarded message -----

From: **Patrick Hayes** <phayes.fincom@natickma.org>
Date: Thu, Jan 11, 2018 at 1:20 PM
Subject: January 16 Finance Committee Agenda Order
To: Peter Sanchioni <pesanchioni@natickps.org>, Jon Evans <jevans@jpkeefebs.org>, Meena Jain <mjain@minlib.net>, Linda Stetson <lstetson@minlib.net>, "Bill Chenard," <chenard@natickma.org>

Folks,

I welcome you in advance to the Finance Committee hearing on Tuesday, January 16. The order that we will go in will be as follows:

- Bacon Free Library Budget
- Morse Institute Library Budget
- Keefe Tech Budget Overview
- Natick Public Schools Budget Overview
- Legal Budget
- Board of Selectmen Budget

Our meeting will start at 7:00 PM and I would anticipate that we begin the FY 2019 Budget Public Hearing shortly after.

If this order presents some issue to any of you please let me know as soon as possible

--

Patrick Hayes
(508)-333-4994 (m)

Finance Committee Chairman

-Planning Governance Sub-Committee Chair

Financial Planning Committee Member

West Natick Fire Station Building Committee Member

Town Meeting Member

--

Peter Sanchioni, Ph.D.
Superintendent

Natick Public Schools
13 East Central Street
Natick, MA 01760

Subject: Re: communications

Date: Wednesday, January 10, 2018 at 5:44:49 PM Eastern Standard Time

From: Mangan, David

To: Lisa Tabenkin, Peter Sanchioni

I have been reached out to by about two dozen people. While explaining nothing to them, the sentiment has been "something more to the story". Of course I will continue to stay silent on it other than to say reach out to the superintendent and share if you have any concerns.

On Jan 10, 2018 4:49 PM, "Tabenkin, Lisa" <ltabenkin@natickps.org> wrote:

As I am sure you are all well aware that there has been a lot of talk about what happened at our meeting Monday night. There have been some harmful untruths being said and I want to clarify these issues for you.

I spoke with our attorney this afternoon and be assured that we did not break any OML and did not violate freedom of speech. Public Speak is there for any citizen to talk about anything that is happening within the district that is not on the agenda. People can not speak about employees of the public schools or any student. That violates the individual's right to privacy which we need to protect. We have mechanisms and support in place to help any student that needs it. Public Speak is not that

Please tell anyone that approaches you individual about this that SC can not talk about personnel or students issue in public. Assure them that we have the appropriate supports in place to help all of your students if needed. You can also direct them to speak with administration if needed.

I know I do not need to say this but **Do not engage on social media**. I will be making a statement to this at our next SC meeting.

Lisa

Subject: Document Based Training PD

Date: Wednesday, January 10, 2018 at 4:55:05 PM Eastern Standard Time

From: Coleman, Judith

To: Peter Sanchioni

CC: Lisa Tabenkin

Hi Peter - I wanted to take this opportunity to share the success of our Document Based Question professional development.

For three years, a group of educators from Wilson and Kennedy Middle Schools have been involved in a study of "next steps in writing" for 21st century students. With Anna Nolin's guidance, teachers explored options and ultimately, pursued training with The DBQ Project based in Chicago, Illinois.

Today concluded **nine** hours of training for all Language & Literacy, Social Studies and affiliated Special Educators in the district. In my twenty years in the district, I have never experienced such comprehensive and thoughtful professional development. With the support, endorsement and encouragement of our Assistant Superintendent for Curriculum, we have taken great strides towards implementation of a writing program focused on achieving the district goal of cross-curriculum writing with consistent language, strategy and research standards in place. With Anna's educational leadership and understanding of changing demands and challenges in education, we are poised to meet the needs of all learners in grades 5-8 in our middle schools. This conceptual and instructional plan developed by Central Administration supports goals around Project Based Learning and rigor in the classroom as well as meeting learning standards across our curriculum.

I encourage you to follow-up with building level leadership to visit classrooms and observe the DBQ Project in action. Thank you for your continued support.

Judy

--

Judy Coleman
Language and Literacy Department Chair
Grade 7/Team Responsibility
Wilson Middle School
Natick MA
508-647-6670 X1222

Subject: communications

Date: Wednesday, January 10, 2018 at 4:49:39 PM Eastern Standard Time

From: Tabenkin, Lisa

To: ~SchoolCommittee@natickps.org

CC: Peter Sanchioni

As I am sure you are all well aware that there has been a lot of talk about what happened at our meeting Monday night. There have been some harmful untruths being said and I want to clarify these issues for you.

I spoke with our attorney this afternoon and be assured that we did not break any OML and did not violate freedom of speech. Public Speak is there for any citizen to talk about anything that is happening within the district that is not on the agenda. People can not speak about employees of the public schools or any student. That violates the individual's right to privacy which we need to protect. We have mechanisms and support in place to help any student that needs it. Public Speak is not that

Please tell anyone that approaches you individual about this that SC can not talk about personnel or students issue in public. Assure them that we have the appropriate supports in place to help all of your students if needed. You can also direct them to speak with administration if needed.

I know I do not need to say this but **Do not engage on social media.** I will be making a statement to this at our next SC meeting.

Lisa

Subject: Fwd: [Natick Community and Government Chat] I was unable to go to this meeting but watched...

Date: Wednesday, January 10, 2018 at 3:22:42 PM Eastern Standard Time

From: Joshua Ostroff

To: Sanchioni, Peter, Itabenkin@natickps.org

Peter and Lisa,

Sorry to say, but Jim is adding fuel to a fire. I have urged him to take down his multiple posts on social media about this matter. Really unfortunate. I have suggested he connect with you (though of course, there's nothing you can say to him except stress that it's not suitable to further publicize the matter). Oy vey.

Josh

Begin forwarded message:

From: "James Hannon" <notification+flp=6lcz@facebookmail.com>

Subject: [Natick Community and Government Chat] I was unable to go to this meeting but watched...

Date: January 10, 2018 at 3:03:17 PM EST

To: Natick Community and Government Chat

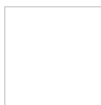
<1358012917643934@groups.facebook.com>

Reply-To: Reply to Comment

<g+40b3mv3f00000005u4kt00dzeawlzt3l000zgd4tayao3nr46@groups.facebook.com>



James Hannon posted in Natick Community and Government Chat.



James Hannon

January 10 at 3:03pm

I was unable to go to this meeting but watched the video. I found the behavior very troubling of the Superintendent and the Committee. The situation was obviously emotional but the fact that this woman felt she needed to use the time of public speaking brings up the question what is the issue that drove this confrontation? If she was in the audience, the committee and school officials should have managed this better before the meeting. I understand legal matters are meant to be kept private, but the response was uncalled for in this situation. I ask for an explanation and who is running the school committee? The Superintendent or the chair/committee?

<http://vp.telvue.com/preview?id=T04883&video=327682>

School Committee January 8, 2018

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Reply to this email to comment on this post.

This message was sent to joshua@ostroff.net. If you don't want to receive these emails from Facebook in the future, please [unsubscribe](#).

Facebook, Inc., Attention: Community Support, 1 Hacker Way, Menlo Park, CA 94025

Subject: Re: FB

Date: Wednesday, January 10, 2018 at 11:12:34 AM Eastern Standard Time

From: McDonough, Julie

To: Lisa Tabenkin

CC: Sanchioni, Peter

Thanks, Lisa.

On Wed, Jan 10, 2018 at 10:58 AM, Lisa Tabenkin <ltabenkin@natickps.org> wrote:

I will post a response that is a combo of both. This angers me to no end. People want to Just cause trouble.

Sent from my iPhone

On Jan 10, 2018, at 10:42 AM, McDonough, Julie <jmcdonough@natickps.org> wrote:

I would rather ask them to email the district or SC for details. You could then send this reply. Of course, any reply you send will then be posted to the thread. But that way, we avoid debating this on FB.

Lisa should decide.

On Wed, Jan 10, 2018 at 10:11 AM, Sanchioni, Peter <pesanchioni@natickps.org> wrote:

I hear the FB page is enthralled with info on our meeting Monday night. I hear part of this is coming from Karin Sutter, a former nemesis of our district. Do you think one of you should post something like,

" That due to the nature of the false concerns raised by the individual, ongoing legal matters with the speaker, and that fact that middle and high school students were in attendance the meeting had to be adjourned. "

Peter

—

Peter Sanchioni, Ph.D.
Superintendent
Natick Public Schools
[13 East Central Street](#)
[Natick, MA 01760](#)

Subject: Re: FB

Date: Wednesday, January 10, 2018 at 10:58:32 AM Eastern Standard Time

From: Lisa Tabenkin

To: McDonough, Julie

CC: Sanchioni, Peter

I will post a response that is a combo of both. This angers me to no end. People want to just cause trouble.

Sent from my iPhone

On Jan 10, 2018, at 10:42 AM, McDonough, Julie <jmcdonough@natickps.org> wrote:

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Peter

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Superintendent
Natick Public Schools
[13 East Central Street](#)
[Natick, MA 01760](#)

Subject: Re: FB

Date: Wednesday, January 10, 2018 at 10:55:30 AM Eastern Standard Time

From: Lisa Tabenkin

To: Sanchioni, Peter

CC: McDonough, Julie

I will do that.

Sent from my iPhone

On Jan 10, 2018, at 10:11 AM, Sanchioni, Peter <pesanchioni@natickps.org> wrote:

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Peter

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Peter Sanchioni, Ph.D.
Superintendent
Natick Public Schools
13 East Central Street
Natick, MA 01760

Subject: Re: FB

Date: Wednesday, January 10, 2018 at 10:42:21 AM Eastern Standard Time

From: McDonough, Julie

To: Sanchioni, Peter

CC: Lisa Tabenkin

I would rather ask them to email the district or SC for details. You could then send this reply. Of course, any reply you send will then be posted to the thread. But that way, we avoid debating this on FB.

Lisa should decide.

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Superintendent
Natick Public Schools
[13 East Central Street](#)
[Natick, MA 01760](#)

Subject: FB

Date: Wednesday, January 10, 2018 at 10:11:20 AM Eastern Standard Time

From: Sanchioni, Peter

To: Lisa Tabenkin, McDonough, Julie

I hear the FB page is enthralled with info on our meeting Monday night. I hear part of this is coming from Karin Sutter, a former nemesis of our district. Do you think one of you should post something like,

" That due to the nature of the false concerns raised by the individual, ongoing legal matters with the speaker, and that fact that middle and high school students were in attendance the meeting had to be adjourned. "

Peter

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Peter Sanchioni, Ph.D.
Superintendent
Natick Public Schools
13 East Central Street
Natick, MA 01760

Subject: Re: Heads up

Date: Wednesday, January 10, 2018 at 9:11:25 AM Eastern Standard Time

From: McDonough, Julie

To: Sanchioni, Peter

CC: Peter Sanchioni, Tabenkin, Lisa

It was mentioned. No idea on follow up.

On Wed, Jan 10, 2018 at 9:08 AM, Sanchioni, Peter <pesanchioni@natickps.org> wrote:

Thanks - someone really wants to let the news stations know?

On Wed, Jan 10, 2018 at 9:06 AM, McDonough, Julie <jmcdonough@natickps.org> wrote:

There is talk on the Natick Mom's FB page about the situation from Monday night. Someone has suggested letting the news stations know. I'm not suggesting we respond to any of this on FB. But, the district and SC may want to have a statement prepared in the event that we are contacted.

--

Peter Sanchioni, Ph.D.
Superintendent
Natick Public Schools
[13 East Central Street](#)
[Natick, MA 01760](#)

Subject: Re: Heads up

Date: Wednesday, January 10, 2018 at 9:08:19 AM Eastern Standard Time

From: Sanchioni, Peter

To: McDonough, Julie

CC: Peter Sanchioni, Tabenkin, Lisa

Thanks - someone really wants to let the news stations know?

On Wed, Jan 10, 2018 at 9:06 AM, McDonough, Julie <jmcdonough@natickps.org> wrote:

There is talk on the Natick Mom's FB page about the situation from Monday night. Someone has suggested letting the news stations know. I'm not suggesting we respond to any of this on FB. But, the district and SC may want to have a statement prepared in the event that we are contacted.

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Peter Sanchioni, Ph.D.
Superintendent
Natick Public Schools
13 East Central Street
Natick, MA 01760

Subject: Heads up

Date: Wednesday, January 10, 2018 at 9:06:27 AM Eastern Standard Time

From: McDonough, Julie

To: Peter Sanchioni, Anna Nolin

CC: Tabenkin, Lisa

There is talk on the Natick Mom's FB page about the situation from Monday night. Someone has suggested letting the news stations know. I'm not suggesting we respond to any of this on FB. But, the district and SC may want to have a statement prepared in the event that we are contacted.