

Charisse Davis, Dr. Jaha Howard, Leroy Tre' Hutchins

Cobb Board of Education · 514 Glover Street Marietta, GA 30060 ·

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January 21, 2021

Mark Elgart, Ed.D.
President/CEO
Cognia
9115 Westside Parkway
Alpharetta, GA 30009

Dear Dr. Elgart,

We find it necessary to seek Cognia's professional expertise in ensuring that the Cobb Board of Education is upholding its duties as a governing body. After numerous points of conflict over the last two years, we recently sent a letter to the entire board and superintendent requesting that our leadership team add the letter as an agenda item. The letter outlined three critical items to frame our work ahead as we grapple with a global pandemic and its effects.

Specifically, we asked to discuss early literacy, educator and employee support, and board governance training. We are including a copy of the letter for your reference. We are hoping to engage our colleagues in a dialogue around:

- enhancing our governance training by bringing in a third party to help us navigate our differences for the sake of our students and staff
- specific agenda items related to teacher and staff support and safety improvements during this pandemic
- specific agenda items related to the study and expansion of targeted literacy interventions

While there are so many great things about CCSD, such as high SAT scores and graduation rates, we are also a district that has work to do. We are grappling with many of the same challenges

as other districts, including closing opportunity gaps for students, keeping staff and students safe, and adjusting to changing demographics. The most recent data from the GaDOE reports that over 45% of our 3rd grade students are reading below grade level. None of these challenges have been discussed by the current board.

We did not receive even an acknowledgement of our letter, nor was it added to the agenda. The continued silencing of board members who would like to not only talk about positives, but also publicly address challenges, continues. The three of us remain concerned that our governing body is not adhering to the leadership standards set forth by Cognia. As you know, they are:

Standard 1.4: The governing authority establishes and ensures adherence to policies that are designed to support system effectiveness.

Standard 1.5: The governing authority adheres to a code of ethics and functions within defined roles and responsibilities.

For these reasons, we request an investigation by our credentialing body. Our intention is that we are assessed and provided with the necessary support to be a stronger board and district.

Thank you.

The image shows three handwritten signatures in black ink. From left to right: the first signature is 'CD', the second is 'JH', and the third is 'LTH'. The signatures are written in a cursive, flowing style.

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