



**OFFICE OF THE SUPERINTENDENT**

Demond Means, Ed.D.

*Superintendent*

September 12, 2019

Dr. LaKeisha Gantt  
Clarke County School District  
Board of Education President

Ms. Linda Davis  
Clarke County School District  
Board of Education Vice President

Dear Dr. Gantt & Ms. Davis:

As you are aware, on August 9, 2019, AdvancED, the accrediting agency for the Clarke County School District, notified the Office of the Superintendent of complaints regarding the Clarke County school system. The complaints from community stakeholders alleged that the conduct of some members of the Board of Education is interfering with the board's ability to function responsibly and effectively. Additionally, the complaints alleged that board member conduct is impeding the autonomy of district leaders in meeting their goals for achievement and instruction. Finally, the complaints alleged that board member conduct is impeding the effective day-to-day operations of the district.

The August 9 letter requested that the Office of the Superintendent provide a written response to the complaints. After careful deliberation, the Office of the Superintendent has determined that there is sufficient information to support the allegations that some members of the current board have interfered with the board's ability to function responsibly and effectively. Further, some board members' behavior has negatively affected district leadership's ability to meet our established goals for achievement and instruction, while also affecting the management of day-to-day operations.

The current situation is unsustainable, and the academic program of the school district is at risk if there is no immediate intervention and recalibration of governance roles, responsibilities, and relationships from an outside third party.

Based on the ongoing issues related to the superintendent-board relationship and the failure or refusal to respect the separate and distinct role of the board and that of the superintendent, I believe we have reached a critical point. I have an affirmative duty to formally request that a Special Review Team be appointed by AdvancEd to work with the district on its governance

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practices and the superintendent-board relationship. The intervention of an AdvancED Special Review Team is desperately needed at this time.

It is with the intent of moving forward that I implore AdvancEd to intervene and help refocus the roles, responsibilities, and relationships vital to a productive and positive governance environment. Without the support of AdvancEd, I do not believe the district will achieve its mission and goals, as outlined in policies BH (Domain II: Strategic Planning, #1) and BA.

Respectfully,

A handwritten signature in blue ink that reads "Demond A. Means". The signature is written in a cursive style with a large initial 'D'.

Demond A. Means, Ed.D.  
Superintendent  
Clarke County School District

CC: Clarke County School District Board of Education  
Michael Pruett