

September 29, 2021

Dear Merrimack Neighbors,

During the last school year, the school board hired a consultant to assist the school district and community in developing a new vision, mission statement and strategic plan for the district. 2Revolutions was hired to accomplish this important task. The company has some history of working with the state of New Hampshire and some individual school districts in the state. Many private sector and public organizations periodically engage in a strategic planning process to establish operational and fiscal priorities.

Recently there have been some concerns from the Merrimack community over the intended work of 2Revolutions and if it will result in the teaching of Critical Race Theory in Merrimack. This is not the intent of the partnership with 2Revolutions. Nevertheless, given the public concern, we have placed a temporary hold on the school and community collaboration with 2Revolutions while we respond to public concerns and provide additional information on the nature of their work with our school staff and the greater community. The following information is presented to provide more clarity to the strategic planning partnership between SAU26 and 2Revolutions.

2Revolutions is a strategic planning facilitator for school districts. Their role is to:

- Maximize communication between community stakeholders as WE, the citizens, teachers, staff, administration, and School Board of Merrimack work together to determine OUR new vision, mission, values, and strategic plan for the district.
- Provide data collections of voluntary surveys, focus groups, as well as provide a communication structure for all stakeholder groups to communicate their desires for each of the above areas.
- Note: all survey work or communication with students will comply with all RSA requirements and state laws. Finally, all outcomes of this work will be shared with the community.

To help clarify to the public about 2Revolutions, it is important to highlight a few areas that are out of their domain. A few things 2Revolutions **will not** be participating in that are to our benefit:

- 2Revolutions does not provide curriculum, teaching, or instruction to students or teachers
- 2Revolutions does not determine the core values or any other aspect of the strategic plan

We, the stakeholders of Merrimack, will do this important work together. Additionally, 2Revolutions has no influence, say, or participation in the selection of the new superintendent. Once We, the town of Merrimack have completed our initial vision work, it will be communicated to McPherson and Jacobson, LLC. This company, which specializes in executive recruitment and development, has been hired to conduct the search for our new superintendent. McPherson and Jacobson has no affiliation with 2Revolutions. The community-developed vision for our school district will provide a framework for the selection of a superintendent who represents the best fit for Merrimack and its strategic direction for the future. McPherson & Jacobson will also

be engaging all stakeholders in our district, and community to understand the personal and professional qualities that we seek in the next superintendent who will be tasked with implementing the strategic plan.

We look forward to working with all of you in the future, and request that when surveys, focus groups, and opportunities to give your input are available, you will make it a priority to participate. Please be looking for future communication of timelines and participation opportunities.

Sincerely,

Merrimack School District