

TULLY CENTRAL SCHOOLS
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January 12, 2022

To The Tully School Community,

In response to concerns shared publicly by members of our school community, I want to provide you with the following update regarding our Diversity, Equity, and Inclusion efforts. Below is an outline of an initial plan to address these concerns:

- Over the next few weeks, Board of Education members and District administrators will be meeting with those who have expressed concerns about how our LGBTQIA+ students have been treated at Tully. Our goal is to bring together students, parents, faculty and staff to engage in dialogue, to allow us to understand every person's concerns. We will work together to develop solutions that ensure that our LGBTQIA+ students and faculty feel welcomed and supported at Tully Schools, allowing the entire school community to grow as one.
- The Tully Board of Education, administration, faculty and staff reaffirm our commitment to supporting all of our students, including our LGBTQIA+ students. This includes building organizational structures to support our GSA club and CWD exchange. One of our current District goals is the exploration of the current NYSED DEI initiative. Going forward it will remain a District goal.
- We will be including funding in our annual budget development process for professional development opportunities for all our Board of Education, administration, faculty and staff related to LGBTQIA+ issues and DEI.
- The Tully BOE, administration, faculty and staff encourage members of the school community to come forward and voice their concerns and ideas for change in a supportive environment. In order for us to grow as a school community, we need to be able to engage in dialogue openly and honestly. We need to talk with each other, not at each other.
- The Tully BOE, administration, faculty and staff are all committed to a growth focused approach to education. We understand that everyone has room to grow. We are dedicated to maintaining a climate and culture where we can learn together from our shared mutual experiences.
- Real and lasting change comes about when those with different perspectives listen to each other and work together to develop specific plans that lead to structural institutional change. We are identifying outside local organizations who have a deep understanding of

issues related to DEI, who we can partner with to help us find constructive solutions to our community's current challenges.

Our Board of Education is committed to this path forward. It is their top priority.

Sincerely,

Robert J. Hughes

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Superintendent of Schools