



Dear HERD Family,

Change is a funny thing. On the one hand, it is a fundamental part of life, yet on the other hand, change is one of our greatest fears. Since July 4th, 1776, change has ended slavery, allowed women to vote, created equitable access to public schools, and established systems of equality for all of those that call America their home. Nevertheless, many of us fear change. Some fear change so much that they have a phobia known as Metathesiophobia. Ultimately, people fear change because it is a direct path to the land of the unknown. When we alter the trajectory of our everyday experiences, we leave ourselves susceptible to undesired consequences. However, George Bernard Shaw once said, "Progress is impossible without change, and those who cannot change their minds cannot change anything." At Buffalo Ridge Elementary, we believe in supporting the whole child, and if change must occur to achieve this mission, we will do precisely that.

As shared in our March newsletter, parents and stakeholders voiced in our 2022-2023 School Improvement Survey that they would like to see (a) smaller classroom sizes, (b) increased support and interventions for those performing below grade level, and (c) improved Gifted and Talented programming for those students on an Advanced Learning Plan (ALP). Rob and I want our parents and community members to know we hear you and we are making the appropriate adjustments to impact our school positively. Currently, we have posted three new positions that will begin next year. The first is a full-time interventionist responsible for



supporting those students performing below grade level. The second position is a one-year-only fifth-grade teacher that will alleviate the stress of our most populated grade level. The third position will be a **full-time** Gifted and Talented Facilitator that will support all students on an ALP.

With each of these new positions, the staff at Buffalo Ridge will be more equipped to support the whole child by providing the essential interventions, remediations, and enrichment opportunities from an organizational level. Furthermore, these changes will allow us to improve our Multi-Tiered Systems of Support (MTSS) model by inserting essential educators into our building that can support our student's social, emotional, and academic needs. While change can be scary, Dr. Thelen and I are SO EXCITED to implement these changes next school year.

Rob and I would like to thank you for your support and dedication to our students, staff, and building. We work in progress, but we are dedicated to improving and changing each school year to support our ever-evolving student body. Thank you for trusting us with our kids. They are our North Star.

Warmly,

A handwritten signature in cursive script that reads "Jen & Rob". The signature is written in black ink and is positioned to the left of the typed name below it.

Jen and Rob

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**[BuffaloRidgeK5.org](http://BuffaloRidgeK5.org)**