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## [CE SBAC] SBAC meeting today teamwork

1 message

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**Jennifer Bodenrader** <joplinfan69@hotmail.com>

Thu, Feb 29, 2024 at 8:06 PM

To: "cesbac@capeelizabethschools.org" <cesbac@capeelizabethschools.org>

Hi SBAC and Penny,

With sincere love and respect I expect something occurred at the SBAC meeting this morning you are not aware of.

In your highly skilled inclusive way, towards the end of the meeting you summarized that all members agreed that a survey was needed. Corinne and Caitlin may feel that way, but they certainly did not express that in the meeting. The only thing Corinne said was she had the same concerns as Caitlin then asked Larry a question. Of course I know you had the absolute best of intentions! I believe this reflects an increasingly unhealthy group dynamic.

I am concerned that Mr. Benoit's volume, assertive/aggressive tone and speaking more often and for longer than others, is subtly intimidating and silencing other voices. Who wants to express their disagreement knowing a loud, harsh, lengthy, assertive/aggressive response may incur. It creates an environment where people don't feel welcome to disagree. The only way to disagree is to participate in some level of conflict.

This is not uncommon in research findings of group dynamics, having one loud, larger or older, assertive/aggressive male participant who ends up dominating the group. This is why all female colleges exist, so women can participate fully in classes. Women tend to have a much more nurturing & cooperative and less combative/assertive/arrogant communication style.

Please, do not make decisions to bend to Mr. Benoit's domineering will. Maybe you could consider the group voting more often or setting up different dynamics. This dynamic is getting worse over time.

(Please forgive the following tone. It's meant with gentle sass. The dynamics and knowledge discussed in the meeting today, I found truly upsetting.) Mr. Benoit is not God's singular gift to survey science. Mr. Benoit and Portland Research Group made serious biased and obvious mistakes in interpreting the previous survey. As Ms. Voltz found the courage to respectfully indicate, even Mr. Benoit himself privately acknowledged the previous survey looked like it was designed and interpreted by "the opposition". Yet, Mr. Benoit aggressively advocates to use Portland research again. This does not pass the smell test.

My trust for Mr. Benoit's open and earnest participation in the purpose of SBAC has been eroded. But I maintain hope that things can get back on track.

Most importantly, Corinne, Cindy, and Caitlin have depth of knowledge, experience and ideas - but their active participation is increasingly overshadowed in my opinion. Many small things add up over time- and now there is not enough time, supportive milieu, and oxygen left in the room. Make space! Mr. Benoit is only one of many. Every SBAC meeting should provide an atmosphere where disagreement is truly elicited, listened to, clarified, understood, and respected. That is not what is happening now.

Thank you sincerely for reading.

Jen

Jennifer Bodenrader

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