

**From:** Francis Parker School francisparker@myschools.com  
**Subject:** A Message from the Head of School  
**Date:** November 13, 2020 at 11:12 AM  
**To:** [REDACTED]



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*as far as the mind can see*

November 13, 2020

Dear Parker Community,

Thank you to all of you who have directly reached out to me and members of the Parker Leadership Team. Like you, I too have tremendous respect for Mr. Harrington and am saddened by his decision to resign. I am grateful for his time, energy, and talent which have greatly impacted our school. I will work swiftly with our Upper School leadership team to ensure the highest level of English instruction continues for every student who is impacted.

It is important that I write to you today to clarify any misinformation about our temporary faculty teleworking program.

At the start of the school year, we offered a temporary teleworking program which granted teachers the option to work from home for the first trimester with the understanding that we would revisit this program prior to the start of the second trimester. We revised the temporary faculty teleworking program for two reasons: Parker F.I.R.S.T. protocols have allowed us to demonstrate that a safe return to our campuses is not only possible but sustainable; and second, we believe in-person, on-campus instruction is optimal for student learning and their social and emotional well-being.

We have spent the past weeks working with each faculty member who has been granted a teleworking accommodation, and while I am unable to share any details, as they are personal to our employees, we analyzed their unique situations with extreme attention, consideration, and compassion. Each employee was provided with various options ranging from additional accommodations made to their physical workspace on campus to applying for job-protected leave for specified family and medical reasons. This program was designed to create a fair approach that would apply consistently to all of our faculty as it relates to protecting the health of our employees who are immunocompromised, a determination based entirely on the information provided by the [Centers for Disease Control and Prevention \(CDC\)](#).

Finally, I would like to personally thank all of our faculty members who continue to create student-centered excellence in their learning environments. Their commitment to our students is exceptional.

Respectfully,

Kevin

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