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To: Liam Skinner, Chief Schools Officer  
From: Abigail Anderson  
RE: Doctoral Research Proposal, Amy Woodsmith  
Date: February 13, 2023

Amy Woodsmith is enrolled in a doctoral program at The University of the Cumberlands. A requirement of the program is to complete a research study. Ms. Woodsmith's qualitative study aims to determine if specific leadership behaviors increase the teacher retention rate during a crisis. The main objective of this study is to determine if there is a statistically significant difference in teacher retention between leadership styles. In particular, this study will analyze the difference between transformational, transactional, and Laissez-faire leadership.

Ms. Woodsmith proposes to survey high school teachers to determine the leadership techniques used by the administration during the COVID crisis. Faculty will be emailed explaining the purpose of the survey and invited to participate in the study. The online survey should take approximately 10-15 to complete and can be done at the volunteer's convenience. All survey responses will be anonymous and results will be aggregated. Survey participants will also be asked to sign a consent form, prior to completing the survey.

The results of this study will guide leaders on how to best manage schools during a crisis. They will be shared with participating schools and available online to researchers.

The work conforms with Policy LC. I recommend approval by the school committee.