

From: [Tom Nolan](#)
To: [SLegislation](#)
Subject: Rhode Island Senate Bill S2934.
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My name is Thomas Nolan, and I am a Library Media Specialist in the Providence Public School District. I respectfully submit this testimony in opposition to Rhode Island Senate Bill S2934.

While I understand the desire to improve outcomes for students in Providence, this legislation moves our district further away from stability, collaboration, and the conditions necessary for meaningful educational progress.

S2934 undermines professional protections for Providence educators by creating pathways for dismissal, demotion, and suspension that weaken due process and destabilize the workforce. At a time when schools are struggling to recruit and retain qualified educators, especially in urban districts, this bill sends the message that Providence teachers deserve fewer protections and less professional respect than educators elsewhere in Rhode Island.

As an educator serving students with diverse academic, social, emotional, and behavioral needs, I see firsthand how consistency and trusting relationships are essential for student success. Our students benefit when experienced educators remain in their schools and communities. Policies that increase instability among staff ultimately harm students, especially those who already face significant barriers to learning.

I am also concerned about the precedent of creating separate standards for Providence teachers. Providence educators work under some of the most challenging conditions in the state. Rather than reducing protections or introducing systems that may encourage competition over collaboration, the state should focus on investing in supports that strengthen teaching and learning: smaller class sizes, fully staffed libraries, mental health services, special education supports, and equitable funding.

If the goal is long-term improvement in Providence schools, educators must be treated as partners in that process, not obstacles. Sustainable school improvement comes from collaboration, trust, and investment — not from weakening labor protections or expanding punitive measures.

I urge the committee to oppose S2934 and instead pursue policies that support educators, strengthen school communities, and provide Providence students with the stable, well-resourced schools they deserve.

Thank you for your consideration.

Sincerely,

Thomas Nolan