

From: Wendell Brown
To: Martinez, Maria
Date: 3/12/2009 10:16:20 AM
Subject: Re: Seeking Answers

I understand that you have a meeting this afternoon. That is the appropriate first step and the necessary environment for such a dialogue. The process is developing as appropriate. I expect there to be clarity arise from today's meeting.

wjb

Dr. Wendell J. Brown
Uvalde CISD
P.O. Box 1909, Uvalde, Texas 78802
Office: (830) 278-6655
Fax: (830) 591-4909

"Our goal is to create the highest achieving schools
by developing the highest achieving students."

"The Uvalde CISD develops visionaries, staff and students, who are high achievers, profound thinkers,
hard workers and productive citizens. "

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>>> Maria Martinez 3/12/2009 10:32 AM >>>

Dear Dr. Brown:

My name is Maria E. Martinez, I am a first year teacher with UCISD. I have written several letters and have cc: them to you, Dr. Bixler, Mrs. Crawford, Ms. Diaz. I feel that I have been given the run arounds. I have been wanting to speak with you about my situation. I know we have to follow procedures, but I have looked into UCISD Employee Handbook and it states that I have the right to speak to you or the School Board. Looking at the handbook I feel that I have been "Prohibited Harassment" as it is stated in the policy. I have been threatened twice this year with my job, been working in a hostile work environment and we have not been teaching core subjects (gave false grades for ss and now parents are asking question and we got blamed for it). I have resigned, because at the time I felt that this was my only option. I have turned in a grievance report on my principal, but now Mrs. Bixler is sending it back to Ms. Diaz so that I can speak to her about it. Yesterday afternoon, when I had time to reflect I asked myself, "Why does it feel like I am going in circles?" Why does she want me to contunie to speak with Ms. Diaz about the report I filed. I have spoken to her twice and it didn't get me no where. I hope to hear from you soon, that you will meet with me about my situation.

Maria E. Martinez

CC: BIXLER, Sara; Crawford, Diane

From: Lynn Brown
To: Maria Martinez
Date: Thursday - March 12, 2009 7:21 PM
Subject: Re: Circle of Friends (First Year)

Ok, I did not realize you did not tell her you had visited with me at Circle of Friends. I checked to see if I could help because of the concerns voiced with me and I knew you were calling for the group. I want to wish you the best. Keep faith that good things are out there for you.

>>> Maria Martinez 03/12/09 2:46 PM >>>

No, I got a lot of great feed back from your observations, they really helped me. I took your observations to heart, because they really did help me improve my lessons in class and I learned things that I will continue to apply. Although, the conversation about the lesson plans with Mrs. Diaz stated that you had called her the next morning and gave her my name and what I stated where my concerns. Ms. Diaz in return told me that we didn't air our dirty laundry out to dry...meaning that I shouldn't have told you anything at Circle of Friends and we do not talk about anything that goes on in this campus. I told her that I did state those things that you told her and out all the teachers who confided in you that day I was the only one who spoke up everyone denied it. When I called her I mentioned that I had some concerns about our lesson plans etc.. but I didn't tell her that I spoke to you at Circle of Friends. That she found out because she said you had called her the next morning and gave her my name. Mrs. Brown I don't realize if you notice that after that situation, none of us ever said anything else of how things were going here at school. We would all say everything was great etc.. That's because we had all been called in and told the same thing. I am sorry that all of this is going on, I knew better than to speak up about our lesson plans, not teaching writing, or social studies(giving false grades for ss) and I still spoke up, because I know it is wrong (not doing the things above) and at the end I look like the bad guy(the first year teacher with no voice, because Ms. Diaz has many years in experience and she didn't need to give a reason for asking me to resign). I am on a probationary status. Yet, it is wrong what went on this year to all us new teachers, but no one will speak up

because they are scared to loose their jobs "careers". They see me as an example. I learned to never speak your mind because at the end things get worse and nothing is done about it. When you were a teacher, did you ever have to stand up for what you believed in? A lot of things happened this year (my first year with the district that I have planned to work for many many years with. Everything I had done up to this school year was to reach my goal and work for the district I went to school with and be the teacher that I wanted to be (like those teachers who made a difference in my life)but now I don't know if I will be allowed to work with UCISD next year for speaking up about my concerns and what happened to me this school year. Anyway, thank you for teaching me many valuable lessons and have a great day.

>>> Lynn Brown 3/12/2009 12:16 PM >>>

I am not sure our time lines are in sync. I did not talk to Ms Diaz until after the time you stated you would be calling and discussing your concerns as that was what you wanted. I then followed up to see if I could be of any help with the concerns voiced in Circle of Friends. I am not sure what "dirty laundry" is? Are you feeling that my observation feedback was not adequate or of help, if so I don't mind going over them again.

>>> Maria Martinez 03/12/09 8:58 AM >>>

I haven't done anything with my observations I wanted them so I could review them At the beginning of the school year when all the teachers including myself confided in you about our situation here at school (lesson plans etc..) you stated that it would be brought in the next principal monthly meeting in confiditial, no names would be mentioned the next day Mrs. Diaz called me in and let me have it. She was really upset and stated that we didn't air our dirty laundry that it was a warning for me since I was new at this campus. I feel that do to this I was setup for failure and didn't get the help other teachers recieved and I was the only one let go. I was the only teacher who admitted to saying what we told you at Circle of Friends.

Martinez

>>> Lynn Brown 3/12/2009 6:51 AM >>>

Thanks for letting me know. My understanding about the conversation at the first Circle of Friends was you took the reccomendation to professionally speak to Ms Diaz about the concerns and as the liason, I would follow-up to see if there were any things I could help with. If you recall, I do not share observations with the administration and neither does your mentor. Our

observations are strictly for your benefit as a means of sharing information that is PDAS aligned and to give ideas or suggestions. It would have been up to you to share those if you desired. Did you receive the copies from me you requested and how did you use those?

>>> Maria Martinez 03/11/09 9:59 AM >>>

>>> Lynn Brown 3/6/2009 12:01:30 PM >>>

Our next meeting will be Wed, March 11th at 3:45 at the Jr High Library. Please bring your Toolkit Binder and "Why Didn't I Learn This in College" book. I will model some of the strategies using a lesson from one of your colleagues. Looking forward to seeing you there. Have a great weekend!

Mrs Brown,

I am letting you know that I will not attend Circle of Friends today. I have a meeting with Dr. Bixler with my current situation. I am very disappointed with how things are here at UCISD I have been trying to get someone to hear my case and care about it but it seems that I am just going in circles. I feel that because I confided in Circle of Friends at the beginning of school to you and you told us it was confedital and it didn't work out that way (about what was happening here with teachers-Batesville) has led me to were I am today. I was never given an opportunity to succeeded since then, but i never thought my first year with UCISD would end like this. I had to resign from my position and I feel that everything that is said to teachers at the beginning of the school year is false. That there is no bad teacher, that we have room to grow, that we would be put on a growth plan if we need one etc... Yet, I haven't been given any of these options. No one has even took the time to look at my evaluations from you or Mrs. Flores. So I don't understand why so many observations, if at the end they are useless. All the trainings, all the... We are important and so forth... for what?

From: Diane Crawford
To: Maria Martinez
Date: 3/11/2009 12:29:26 PM
Subject: Re: Meeting

Ms. Martinez,

When we left our meeting, you were to contact me before Friday (two days from the 25th when we met) to request a second appraisal. I stated that I would meet with Mrs. Diaz to discuss the issues you raised. We also discussed that even though a second appraisal could be conducted that the summative conference would be held with Mrs. Diaz, that the appraisals were a part of the summative report and that Mrs. Diaz would be the person to make a recommendation for renewal or non-renewal based on performance for the entire year.

Instead of a letter requesting a second appraisal, I received your resignation letter dated February 26th, the day after our meeting. The board accepted your resignation last night.

I am part of the grievance process at Level Two, so I will need to review your request for grievance and get back to you about your first meeting at Level One.

Diane Crawford

>>> Maria Martinez 3/11/2009 12:33 PM >>>

>>> Diane Crawford 3/11/2009 10:37 AM >>>

Ms. Martinez,

Thank you for meeting with me on February 25th. You were able to share several issues and we discussed a few options. I explained that you could request a second appraisal in writing and that the second appraisal is averaged with the first appraisal as 40% of the total. I asked you to think about all of the options we discussed and to request a second observation in writing if you wanted to request a second appraisal. Both appraisals are part of your summative appraisal which encompasses performance all year.

I have not heard back from you, but I did conference with Mrs. Diaz to follow up on our conversation.

In the meantime, I received a letter of resignation from you. I understand that the board accepted your resignation last evening effective the end of the year as you requested.

As I stated during our meeting, your ability to grow as a teacher is still before you. Your future can still include applying in any school district when job openings are available.

Diane Crawford

Mrs. Crawford,

I looked at my options that we discussed, but you stated that at the end Ms. Diaz had the final say so and that you couldn't make her change her mind. So in reality what good does a second appraisal do? I waited for you to get back to me within two days as you stated and it has been two weeks later. I have spoken with Mrs. Bixler and have turned in a grievance report. How did the follow up go? Am I going to be included in the result of that conversation? I know that my ability as a teacher will always continue to grow, because living is learning....we never stop learning. I feel that my case is not being looked at

seriously because I am a new teacher with the school district. I hope that someone will hear me and take into account all my observations etc...

Maria E. Martinez