

Good evening Chairman Sawyers, board members, Dr. Walts, teachers, parents and all who are present.

My name is Avis Richardson and my address is on file.

Tonight, I stand before you as a voice for those who have lost their voice to fear of administrative retaliation.

The current climate in our country is one of intimidation, bullying and down right disrespect. We can see this happening from the white-house to the school-house.

The turnover of leaders in the government is evident that there is a problem in Washington. The turn over of staff in Prince William County Schools is evident that there is a problem in our school district.

According to Section 8 of the VIRGINIA Code

“THE ROLE OF THE PRINCIPAL” Is to work to create an atmosphere of mutual respect and courtesy and to facilitate constructive communication by establishing and maintaining a current handbook of personnel policies and procedures.

I applaud all administrators who adhere to this code.

Some administrator, and supervisors are abusing their role by bullying staff because of their sexual orientation, their ethnic background, because of their age whether young or old. A regulation is in place to prevent this from happening, however it still occurs. As a PWEA Regional Director, a few of our members have shared their stories with me.

- Some are placed on a plan that is not substantiated
- Transfers are blocked
- Teachers are being blackballed from moving to a higher positions
- Newly hired employees are often times making more money than employees who have been employed for several years.

If we are working towards our youth being in bully free schools, then administrators must set the example.

The cost of administrative bullying is teacher and staff attrition, lost wages, lost instructional time and a negative impact on student learning. According to Dr. Matt Spencer, Work Place Bullying In Schools Project,

“the bully steals the dignity, self-esteem, confidence, joy, happiness, and quality of life of the victim”. And when the target is an educator, it is a great injustice, because the bully deprives students of a caring fully functioning adult who is crucial to their education.

It’s about time for dignity and respect for all employees.

Thank You.