

Good evening school board members, Dr. Walts, and colleagues. My name is Shari Crosby, and my address is on file. I am speaking on behalf of an employee who is experiencing workplace harassment and fear of retaliation by PWCS leadership has this employee afraid to speak tonight. So I am this employee's voice tonight.

Prince William County School System's value statement is "Providing A World Class Education". Members of Board and Dr. Waits, when will you provide the educators, staff, and students this education?

A World Class education is founded on the global expectations of businesses and institutions to mold and guide a student to become a successful and civic minded member of society. The success of the educational system is necessary to our country's success as a productive and equitable workforce.

The success of a student's education is a reflection of the community and members who serve the future of our country - the student. Therefore, is it not your responsibility to provide the student with a sense of worth? This trusting environment not only includes the worth of the student but also the worth of those individuals associated with providing a successful environment for student academic advancement.

A world class institution provides students with resources, qualified, caring and informed educators who want to provide a service to the future of our country. Providing a world class education means students are creative thinkers, are taught analytical skills, and evaluate problems working collaboratively in a caring environment. For too long data driven assessments with computer-based tests have not proved sufficient in meeting the needs of the whole child. You have created a data driven environment that is antithetical to a person's mental and emotional development. This comes on the heels of corrupt data, false validity, false efficacy and false predictive power of data driven assessments.

Enough is enough! Your view of education is counterproductive to the World Class Education you want the public to believe you have. Dr. Walts, members of the school board, the system you have created has failed because of the mistrust and mistreatment you show your employees through harassment, intimidation, and bullying. This abuse is in direct violation and is illegal according to OSHA. According to the United States Department of Labor, "Any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site is workplace violence and illegal according to OSHA".

As educators, we do not experience humane conditions from you, our employer. We are not paid for our years of experience when hired signaling we are not valued. We are not trusted but are intimidated and demeaned by administration. We work in toxic environments with fear of retribution and are not given a voice in our so-called professional positions. Administration believes we are undeserving of lunch breaks, we use planning to cover

classes or attend required meetings leaving us to surrender our personal time to work long hours after school and weekends negatively impacting our physical and mental health. Administrators tell us how to complete the PWCS survey (and often times remain in the room while we complete the “confidential” survey); they intimidate us if we put in for a transfer. As PWCS employees, we are bullied, harassed, and terminated without due process because administrators leverage their power to force the termination of teachers and classified staff instead of having effective leadership skills that deal with normal personnel situations. Performance plans are treated as punitive rather than a collaborative effort with necessary resources to improve.

Dr. Walts and members of the school board, where is this World Class Education? And are you prepared for its repercussions? Enough is Enough! It is Time that all employees are respected, valued, and treated equitable.