

August 20, 2015

Superintendent Gudalewicz,

(I apologize to anyone if the 4MB attachment creates a problem, but I really think you will find the attached documents interesting.)

I truly appreciate your comments on my Open Letter, because it allows me to make a few more points. In both your email clarification and your statement at the Board Meeting 8/18, you reiterated that the Brown Act restricts you from disclosing "the dates on which specific items were discussed" in closed session, and you maintain that I am in error. I touched on this in my comments at the Board Meeting, where I find it truly amazing that you would remain so inflexible on a claim that is so easy to disprove. As I noted, every Board Meeting Minutes records the meeting date, because it is a Brown Act requirement, not a restriction. The meeting date is not secret, not even for a closed session. As further proof, the Deputy District Attorney had requested the date(s), and Phyllis Vogel complied with the "June 9" date, and he in turn revealed it to parents. Now, I trust that the Deputy District Attorney in the Public Integrity Unit is well versed in Brown Act restrictions. Phyllis Vogel again told the closed session date to a reporter later, although she got the dates confused, and there has not been a claim of violation due to that.

So why would you not concede a seemingly minor point that was already clearly proven false? It could be that it is embarrassing to you, since the major reconstitution action was only discussed once with the Board, but that fact had already been exposed. Could it be that you just are not willing to retreat on your earlier assertions, even when challenged with opposing facts or criticism? It makes it easy to imagine a scenario where maybe you hired a new principal that was a little abrasive and inflexible, and possibly did not renew the contracts for three teachers, one of whom may have had privately complained about the principal's administrative skills, and then a majority of the teachers disagreed with the principal, and it created some discontent. If you were unwilling to concede that you had made a mistake with your choice of that new principal, it is believable that you might remove the teachers, because you are unwilling to admit to a mistake.

I am very glad that you provided more detailed dates and descriptions of events surrounding the events from around the June 2 facilitation through the June 18 announcement of reconstitution of West Valley Elementary school. As I had mentioned at the Board meeting, I had just been given CUSD communications that related to the Human Systems Dynamics "facilitation" on June 2, which was obtained through a public information request by a concerned citizen. I have read through the CUSD documents, and they present a very different picture of events than what you have presented publicly. Please see the attached CUSD documents.

This what I see in the documents:

Royce Halladay from the Human Systems Dynamics consultancy that has been described as a "3rd party facilitator" for the teachers, seems to have a close relationship with the Superintendent, Associate Superintendent, and principal. On Monday June 1, The teachers are told that they will be in a facilitation with Ms. Halladay because "she is an expert in understanding and shifting human systems." Ms. Halladay was told the administration view of the situation by Nancy Johnson (Human Resources) who suggests that she sees an issue with "a majority of the staff have rallied behind" three teachers that did not have their contracts renewed. At the same time, she asks Halladay when she can give the teachers a

general notice concerning hostile behaviors, and describes hostile behaviors to the facilitator. The facilitator Royce Halladay asks Nancy Johnson to hand out the warning letters after the facilitation meeting, otherwise it might "let them displace their blame and avoid responsibility." I find it disturbing that the facilitator is expressing a pre-conceived judgment before the meeting with the teachers. ( I was also dismayed that a contract in the amount of \$100,000 for Human Systems Dynamics was approved by the Board on 8/18/2015. I am also disturbed that Royce Halladay was chosen to "facilitate" the re-imagining of West Valley Elementary over the next 3 to 5 years, as these seem like a conflict of interest and improper behavior for a facilitator.)

A very disturbing email was written June 3 titled "Patterns" from Superintendent Wendy Gudalewicz to Royce Halladay. It describes "patterns" of feedback that teachers apparently provided in the "climate survey" and then sorted and identified by Wendy Gudalewicz. Why is Superintendent Wendy Gudalewicz providing feedback to the "facilitator" consultant, rather than an assessment going the other way? There is no written response from the facilitator, but her later slides use the same words as Wendy Gudalewicz.

The June 3 "patterns" email is not all negative. It says what "matters to (the teachers) most" is "right to an education, Students, Common Purpose, Learning, and High quality, balanced education." In the email Gudalewicz lists "Patterns they noticed" "other than the ones I identified". The email does not include the other patterns that she herself identified from the survey. Gudalewicz does list some negative patterns supposedly identified by teachers, like "Feedback is sometimes negative", "Fear, distrust, confusion", "too many emails", and "tension due to change". These could be interpreted as principal - teacher issues. In this Gudalewicz email, there is no suggestion that teachers identified a pattern of hostility among teachers, which seems surprisingly absent since Gudalewicz has told parents that "tensions" were an insurmountable issue at West Valley Elementary.

The public information release documents include slides with the title "West Valley.. Staff Discussions June 2, 2015". These slides appear to be slides prepared by the HSD facilitator to describe the results of the June 2 "facilitation". Using the same words as told by Wendy Gudalewicz, the slides start by stating the previous (school climate survey) "interviews identified a number of patterns that pointed a (sic) turbulent culture that was not conducive to learning for staff or students." It describes the facilitation as "staff members met in small groups. Each group was assigned one simple rule. The staff members were asked to describe what their interactions would look and feel like if they were, in fact, living out the CUSD Simple Rule." There was no discussion of any "hostile behaviors." The slides do not present an assessment of any "tensions" or any problem for that matter.

These documents support what teachers had told the Board on August 18. The teachers said then that they had not even been told what they supposedly had done wrong.

In an email June 3, from principal Theresa Johnson to Superintendent Gudalewicz, she speaks of a debriefing with facilitator Royce Halladay who provided her feedback "that will help me in my demeanor in channeling my frustration." Ms. Theresa Johnson asks to discuss next steps. (This suggests to me that the principal admits that her demeanor had a role in the "tensions", but there is no indication that there was any mediation between the principal and the teachers.)

Then in a June 4 email from CEA teachers union President Dave Villafana to CUSD officials including Superintendent Gudalewicz, Mr. Villafana seems to be complaining that the CEA did

not directly "hear the message... from the mediator", and asks if the CEA would be allowed to be present at future mediations. (He seems to believe that it was a mediation at that time.) Also worth noting, is that Mr. Villafana is suggesting the name for a new principal which he believes "could mend fences and bring people together." So, on June 4, the CEA seems to have been told only of a plan to replace the principal at West Valley Elementary, and not the teachers.

This may explain why the CEA did not object with the reconstitution of teachers plan until June 12, because they were unaware of it. I note that these emails are in conflict with your claims that "the District conferred with CEA leadership throughout this process" and "CEA leadership was made aware of every action we were taking."

What I see in these communications is a pattern of deception by Superintendent Gudalewicz: A facilitator that was pre-loaded with perceptions by the Superintendent, a facilitation that did not address any issues, miscommunication by the Superintendent to teachers, union, and parents, and a "pattern" only identified by and decided by Superintendent Gudalewicz without any legitimate independent consultation.

West Valley Elementary, and CUSD, must be re-imagined on a foundation of honesty and trust. Please reconsider my original proposal for you, Wendy Gudalewicz, to resign.

Sincerely,

Edward Brown