

April 23, 2025 (8:00 AM – 2:10 PM) – Anonymous Student Effectiveness Survey Conducted

On April 23, 2025, I administered an optional and anonymous student survey to all of my classes, with the goal of collecting honest feedback regarding my effectiveness as a teacher. The survey was conducted throughout the school day between 8:00 AM and 2:10 PM.

Out of all students given the opportunity to respond, 94 students voluntarily participated. Of those, 90 students rated me as a “very effective” teacher, and the remaining 4 students rated me as “somewhat effective.” No students rated me as ineffective.

The overwhelming support from my students serves as clear, first-hand evidence of my positive impact in the classroom, and directly contradicts any implication that performance issues contributed to my non-renewal or resignation. This data further supports my claim that the district’s actions were not based on merit, but rather reflective of retaliation and discriminatory treatment following my disability disclosure.

Survey results and documentation are available upon request.

April 30, 2025 (2:25 PM – 3:25 PM) – Confirmation of Selective Lesson Plan Oversight by Supervisor

On April 30, 2025, during a conversation with two colleagues—A.C. and M.R.—I received confirmation of inconsistent and selective administrative oversight by Ms. Pamela Garrett.

A.C., a fellow teacher, shared that Ms. Garrett only checks his lesson plans once per quarter, at which point she takes a screenshot. He indicated that this practice occurs only at the end of each marking period and does not involve ongoing monitoring or feedback.

Meanwhile, M.R., another colleague in the same department, confirmed that Ms. Garrett has never asked for, reviewed, or commented on her lesson plans at all.

This conversation highlighted a clear pattern of unequal treatment, as I had experienced frequent scrutiny, requests, and criticism from Ms. Garrett regarding my lesson planning and instructional delivery. This disparity reinforces my claim of discriminatory targeting and retaliatory oversight, particularly following my disability disclosure and accommodation requests.

I also have a screenshot from Ms. Garrett requesting this documentation, as well as a corresponding email chain that shows my attempts to streamline the process. This evidence supports my claim of unequal administrative treatment and disproportionate scrutiny, especially in the context of my disability disclosures and ongoing accommodation requests.