

**EXHIBIT C**

----- Forwarded message from B Walkley <walkleyb@gmail.com> -----

Date: Tue, 9 Dec 2014 14:25:27 -0500  
From: B Walkley <walkleyb@gmail.com>  
Reply-To: B Walkley <walkleyb@gmail.com>  
Subject: Info  
To: atwell k <atwell.k@beaconteachers.org>

#### Service Items

Lodging 02-Jan-2015 to 04-Jan-2015



- Rooms: 1  
Seasons Condominiums  
2 nights lodging incl. tax at the Seasons Condominiums (2 adult(s) per 1 Bedroom / 1 Bath Condo (SKI-IN) Max Occup = 4).  
These one to three bedroom units are located on or next to the slopes. Guests are never more than a short walk to the slopes. Some units in Seasons are SKI-IN / SKI-OUT. Each unit features a full-equipped kitchen with dishwasher and microwave, fireplace, cable TV with VCR, and washer/dryer. Guests can also take advantage of free use of the Sports Center which features an indoor pool, sauna, hot tubs and game room. Each unit sleeps two people per bedroom and two additional people on a sleeper sofa in the living room. Bedding varies among units, please call for details.

Lifts 03-Jan-2015 to 04-Jan-2015



- Qty.: 2  
Mount Snow  
Lift ticket(s) at Mount Snow (Adult (19+) 1 Day Lift Ticket).

Mount Snow Mountain Stats: Vertical Drop: 1700' Skiable Acres: 771 Trails: 145  
- Novice: 22% - Intermediate: 49% - Advanced: 26% - Expert: 3% Lifts:23  
Snowmaking: 77% Snowfall: 163 inches

----- End forwarded message -----

**EXHIBIT D**

----- Forwarded message -----

From: **Kim Atwell** <[kimpillaatwell@gmail.com](mailto:kimpillaatwell@gmail.com)>

Date: Sun, Jan 4, 2015 at 10:55 PM

Subject: Re: Phone

To: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>

Thank you so much. So much fun with you.

On Dec 28, 2014 7:42 PM, B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)> wrote:

Hi Kim,

I put your new phone on an automatic bill to me so you are all set

**EXHIBIT E**

----- Forwarded message from Kim Atwell <atwell.k@beaconteachers.org> -----

Date: Mon, 1 Dec 2014 07:28:15 -0500  
From: Kim Atwell <atwell.k@beaconteachers.org>  
Reply-To: Kim Atwell <atwell.k@beaconteachers.org>  
Subject: Fwd: our conversations  
To: Kim Atwell <atwell.k@beaconk12.org>

Sent from my iPhone

Begin forwarded message:

From: [atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)  
Date: November 26, 2014 at 1:49:47 PM EST  
To: B Walkley <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Cc: Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>  
Subject: our conversations

Hi Barb,

Some thoughts and suggestions that we talked about that I said I would write down and send to you.

\* Bi weekly meetings with Bill and Melissa about agenda but more importantly about strategy, procedures. Have a plan A,B, and C ( do a worst case scenario and what you will do and let them know for every mtg) Discuss your expectations of them and how the meeting will run.. Maybe instead of starting with " What do you think?", say "This is my plan" or "this is what we are doing". if you must, you can add after that " so, your thoughts" or "are you with me on this".. Be more direct..they are looking for you to have all of the answers. Even in your updates.. dont give them soooo much, cut exec in half.. Sometimes when a leader is explaining too much, it is perceived as if they are unsure of themselves and need approval.

\* Propose the Hall of fame for the crybaby.. shut these people up, get out ahead of it, beat them to it. Anthony wants it public so his B scratchers can see that he voted for it. He doesnt care about the Board, only what looks good for him. It will be a shitshow if that issue gets discussed publicly. I know you said the committee wont be satisfied but who cares, they have nothing else to dwell on...It will go away trust me!

\*Dont worry about CS.. The letter nailed it.. she is really a coward and believes you are not strong or serious. The move with the High school Secretary was brilliant, it got everyones attention. No one wants to be transferred and the fact that both secretaries are okay with it strengthens your position. Transfers, like snow days and health insurance are things people pay attention to. She has only a handful of followers, she holds too many issues over the years and her credibility is low.. she is a security guard for gods sake!

\* Be more direct and serious in your demeanor and deliver.. You said you are not going to argue with people and I get that, not what I mean. Just be more direct and not so matter of fact. Some things you could do... Dont smile as much, try not be Jolly, toss out the giggle completely, sit up straighter and maybe remove your glasses once and a while for effect.. kind of like I did with the cry baby D.C on Tuesday. I can demonstrate it for you if you want...

\* Unfortunately, there are very few that want to learn more so just get to the point and dont do a mini P.D. lesson to people unless its the teaching staff or admin.. Save it for them. Most people dont even know what consensus is... so save it for the right audience.

\* Answer the easy questions first and dont go into too much detail..respond more generally, If when you get to F.B's questions he wont let you respond. Dont continue to try with persistence or logic...He doesnt really care a rats ass about what you have to say and never will. so at that point, move to Supt report, If he continues you will need a plan ahead of time as to your next step. The Board doesnt have to even have an open to public and as I shared with you, if the reason for not offering a public comment is because of him, the rest of the community will take issue with him and his crew. These are things you should share with Bill and Melissa.

\* Be Direct with MT. she needs that and does respect you very much. If you let her know how serious you are about her conforming she will minimize a bit ( not completely though as you know she cant help herself)

\* People see woman as softer, (for the most part), you have to over compensate a little for that, without being ICE Queen :)

\* I agree that people will rally behind you because of how badly F.B and his crew are treating you and the BOE, HOWEVER, that wont last and eventually they will turn that into "she is not competent and cant do the job". Hence, turnover on the BOE which will be the Doom of all of us and your demise..

Barb,

You are so very smart, I hold you in high regard, and I am your friend. You have great integrity and your moral compass is incredible. I respect you and appreciate all that you have done in



and your moral compass is incredible. I respect you and appreciate all that you have done in Beacon. You could really help Beacon on a lot of levels and leave a legacy.. However, You have to adjust now.. I will help you every step of the way.. Thank you for being open and listening and of course, I will always be in your corner and cant thank you enough for all you have done to help me grow. I dont profess to know as much as you and you have been in this business alot longer than me.. but like I said, I know these people and have lived in the day to day here since I was born.... Not a real sophisticated group here. I am working on some things for the next meeting as well. I will use my influence as best as I can to help resolve some of this . Let me know what you need.. I will be there!!

Kim

----- End forwarded message -----

**EXHIBIT F**

----- Forwarded message -----

From: **Walkley, Barbara** <[walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)>

Date: Mon, Feb 2, 2015 at 8:16 PM

Subject: Just dreamin'

To: Kim Atwell <[kimpillaatwell@gmail.com](mailto:kimpillaatwell@gmail.com)>



Kim.... do you like the design of this ring?

--  
Dr. Barbara Walkley  
Interim Superintendent

Beacon City School District  
10 Education Drive  
Beacon, NY 12508  
Phone: 845-838-6900 Ext 2018  
Fax: 845-838-6905  
Email: [walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)

**EXHIBIT G**

----- Forwarded message -----

From: **B Walkley** <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>

Date: Sun, Feb 15, 2015 at 6:22 PM

Subject: Houses

To: Kim Atwell <[kimpillaatwell@gmail.com](mailto:kimpillaatwell@gmail.com)>

I decided to just give you the link so all you have to do is copy paste...

1) 162 Overocker <http://www.weichertrents.com/55120460/>

These are in Fishkill

2) 5 Magnolia Drive This one is a little deceiving as it is only the upstairs of this house with a different artment on the first floor.... but this is the one that goes to Beacon.

<http://www.coldwellbankermoves.com/property/details/4370153/MLS-336105/5-Magnolia-Dr-Wappingers-Falls-NY-12590.aspx>

3) 10 Hemlock Court I like the levels in this Townhouse and the space that has the exercise equipment could be your 3rd bedroom.... It is in a complex that has a pool.

<http://www.coldwellbankermoves.com/property/details/4395368/MLS-336591/10-Hemlock-Ct-Fishkill-NY-12524.aspx>

4) 135 Sunrise Hill Road <http://www.berkshirehathawayhs.com/lorenzo-loyola-real-estate-agent/rentals/135-Sunrise-Hill-Rd-UNIT-1-Fishkill-NY-12524-134469799>

5) 14 Givens Lane This one the landlord will let you pick out colors and he will paint  
<http://www.weichert.com/55120027/>

.his is in Spackenkill/Poughkeepsie

- 6) 7 Platt Street This has nice wood trim like Arts and Crafts house... nice sitting room with slate floor  
<http://www.exitrealtyconnections.com/real-estate/Mid-Hudson-MLS/Rental/property/335420-7-Platt-St-Poughkeepsie-City-NY-12601/>
- 7) 11 Hamond Blvd. 1 good price, cute outside... plain Jane  
<http://www.coldwellbankermoves.com/property/details/4373627/MLS-336077/11-Henmond-Blvd-Poughkeepsie-NY-12603.aspx>
- 8) 17 Vail Road I like the room with fireplace and owner does grass and plowing  
<http://www.coldwellbankermoves.com/property/details/4389538/MLS-336507/17-Vail-Road-La-Grange-NY-12601.aspx>
- 9) 131 Simone Drive Has a hot tub on deck and a fireplace  
<http://www.coldwellbankermoves.com/property/details/4394881/MLS-336585/131-Simone-Dr-Poughkeepsie-NY-12601.aspx>
- 10) 23 Carriage Hill Hard woods, Fireplace in basement family room, screened porch  
<http://www.coldwellbankermoves.com/property/details/4384519/MLS-336426/23-Carriage-Hill-Poughkeepsie-NY-12603.aspx>
- 11) 26 Ned's Way - Now to dream just a bit.... if you and I could live together with the kids, this would be the place.... it would be 1500 each --- 5 bedrooms and 4.5 bathrooms... a media room and a game room... check it out  
<http://www.berkshirehathawayhs.com/vincent-mc-gough-real-estate-agent/rentals/26-Neds-Way-UNIT-26-Fishkill-NY-12590-129036793>

# **EXHIBIT H**

[Print](#)

[Close](#)

From: &  
Sent:  
To:

1 attachment  
CABINS.xlsx (10.9 KB)

----- Forwarded message -----

From: **B Walkley** <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Date: Mon, Mar 23, 2015 at 7:28 AM  
Subject: cabins  
To: Kim Atwell <[kimpillaatwell@gmail.com](mailto:kimpillaatwell@gmail.com)>

check them out



| More Local - Weekend - Features                                                                             | MLS # | Cost    | Sq Ft | Taxes |
|-------------------------------------------------------------------------------------------------------------|-------|---------|-------|-------|
| Log Cabin, Smallwood.. Club house - community, beach rights .1 acre... maybe too public                     | 34892 | 54,900  | 610   |       |
| Log Cabin, Bovina NY, stone wall, shed, good condition, crazy green kitchen cupboards, 3.26 acres           | 35331 | 109,000 | 768   |       |
| Craftsmen house, Delhi, in town, .63 acres, open concept, near Delaware River, Wall board finishing inside. | 35724 | 149,900 | 1500  |       |
| 5.37 property on Kortright Lake                                                                             | 35082 | 59,000  |       |       |
| Smallwood, .35 acre, screened pourch, sky light wood stove                                                  | 38597 | 84,900  | 898   |       |
| Smallwood, .22 acres                                                                                        | 39399 | 88,000  | 832   |       |
| Smallwood, walk to lake, air conditing, stone fireplace                                                     | 39596 | 123,000 | 820   |       |
| Built 1940, Highland Lake. .7 acre, screen porch                                                            | 39666 | 124,900 | 700   | 3200  |
| Bethal. .17 acre, stone fireplace                                                                           | 39225 | 108,500 | 1440  |       |
| Liberty, 7.02 acres, wood stove, fire pit                                                                   | 40135 | 169,800 | 1,008 |       |
| Smallwood, skylights, lake community                                                                        | 40030 | 170,000 | 748   |       |

|                                                                                                     |          |         |      |  |  |         |  |  |
|-----------------------------------------------------------------------------------------------------|----------|---------|------|--|--|---------|--|--|
| Catskills                                                                                           |          |         |      |  |  |         |  |  |
| Catskills, private dead end but maintained rd                                                       | 34689    | 69,900  | 675  |  |  |         |  |  |
| Catskill ny, 3.64 acres, Vaulted ceilings, propane fireplace                                        | 101071   | 124,900 | 840  |  |  |         |  |  |
| Catskill, 3.5 Acres, fireplace                                                                      | 10208870 |         | 1764 |  |  |         |  |  |
| Roxbury, stream                                                                                     | 94332    | 169000  | 635  |  |  | 3208    |  |  |
| Roxbury                                                                                             | 94876    | 124,000 | 760  |  |  | 2970    |  |  |
| Franklin, pond                                                                                      | 85779    | 139,000 | 1600 |  |  |         |  |  |
| wood burning stove, more land available                                                             |          |         |      |  |  |         |  |  |
| Andes SOLD                                                                                          | 93019    | 120,000 | 672  |  |  | 2290    |  |  |
| 1.2 acres, Margaretville, stone wall in woods, cone fireplace                                       | 95002    | 69,000  | 540  |  |  | 926     |  |  |
| 2.3 acres, resevoir, bluestone fireplace, Andes (love this one)                                     | 89883    | 153,000 | 1300 |  |  | 2614.73 |  |  |
| Love this one, Chalet, sky light in loft, Kortright, 6 acres, fireplace                             | 90697    | 149,000 | 750  |  |  | 201763  |  |  |
| townhouse stone fireplace                                                                           | 93373    | 95,000  | 1307 |  |  |         |  |  |
| roxbury, 6 acres, brick fireplace                                                                   | 321403   | 79,500  | 600  |  |  | 2642    |  |  |
| 1870 Victorian, Margaretville                                                                       | 92285    | 169,000 | 1576 |  |  | 2557    |  |  |
| 8.2 acres, Roxbury                                                                                  | 94304    | 165,000 | 1312 |  |  | 3247    |  |  |
| Delhi, 10 acres                                                                                     | 94547    | 145,000 | 1200 |  |  |         |  |  |
| Halcott Center, near Bellayre, 1 acre                                                               | 321403   | 79,500  | 900  |  |  | 1530    |  |  |
| craftsmen homes, stream, fireplace, wood stove, kortright, 3.2 asres                                | 95391    | 149,000 | 1600 |  |  |         |  |  |
| close to Bellaye, Hardenburg, 1.9 acres                                                             | 95633    | 69,000  | 480  |  |  | 1021    |  |  |
| Roxbury, 3.92 acres                                                                                 | 98042    | 159,000 | 1400 |  |  | 3835    |  |  |
| 9.67 acres, Worchester                                                                              | 96002    | 175,500 | 1200 |  |  | 4968.89 |  |  |
| 1.9 acres, Colchester few minutes to Andes, stream, wood stove and fireplace, 2 minutes to resevoir | 97182    | 149,000 | 2024 |  |  | 1407    |  |  |

Denver, ny, oversized garage, loft in house,  
brick fireplace, wood stove

98133 115,000 857 3671

Kortright, 7 plus acres, bubble tub, needs  
finishing

98500 64,500 1230 2342

**EXHIBIT I**

[Print](#)

[Close](#)

FROM: Kim Atwell <kimpillaatwell@gmail.com>  
TO: B Walkley <walkleyb@gmail.com>

----- Forwarded message -----

From: **Kim Atwell** <kimpillaatwell@gmail.com>  
Date: Sat, Feb 21, 2015 at 8:52 AM  
Subject: Fwd: Phuket, Miami, NYC, Rome, Cancun, Asheville, Punta Cana, Sonoma, Dominica and more  
To: B Walkley <walkleyb@gmail.com>

Pick one just you and me.

----- Forwarded message -----

From: SECRET ESCAPES US <support@email.secretescapes.com>  
Date: Feb 18, 2015 6:11 PM  
Subject: Phuket, Miami, NYC, Rome, Cancun, Asheville, Punta Cana, Sonoma, Dominica and more  
To: [Kimpillaatwell@gmail.com](mailto:kimpillaatwell@gmail.com)  
Cc:

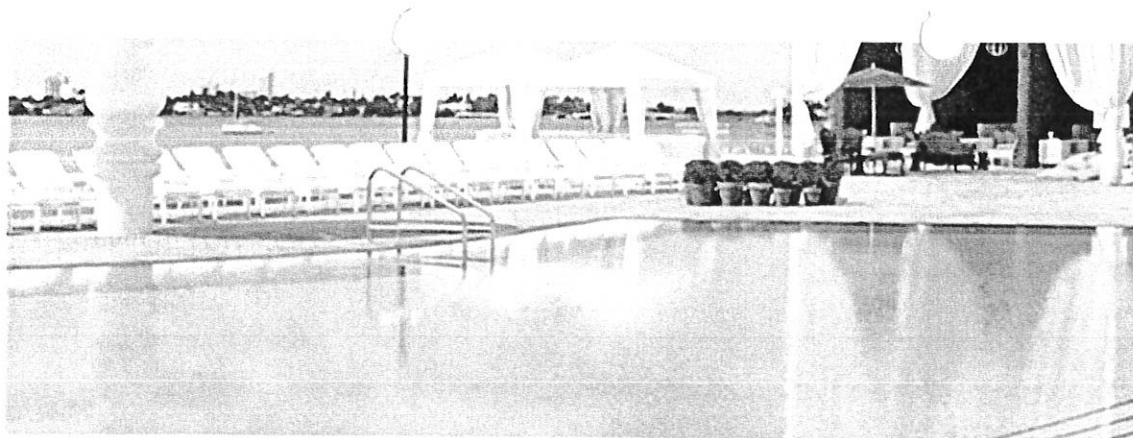
A sleek SoBe boutique hotel right on Biscayne Bay, two central Manhattan... | [View online](#)

**secret escapes**

[VIEW ALL SALES](#)

*A sleek SoBe boutique hotel right on Biscayne Bay, two central Manhattan stays a stone's throw from Times Square and a choice of villa or suite at a blissful Phuket resort*





[Mondrian South Beach - Up to 56% off](#)

Miami Beach, Florida | *Ends in 11 days*

[VISIT SALE](#)

[Set reminder](#)



[Sonoma Coast Villa & Spa - Up to 32% off](#)

Bodega, California | *Ends in 11 days*

[VISIT SALE](#)

[Set reminder](#)



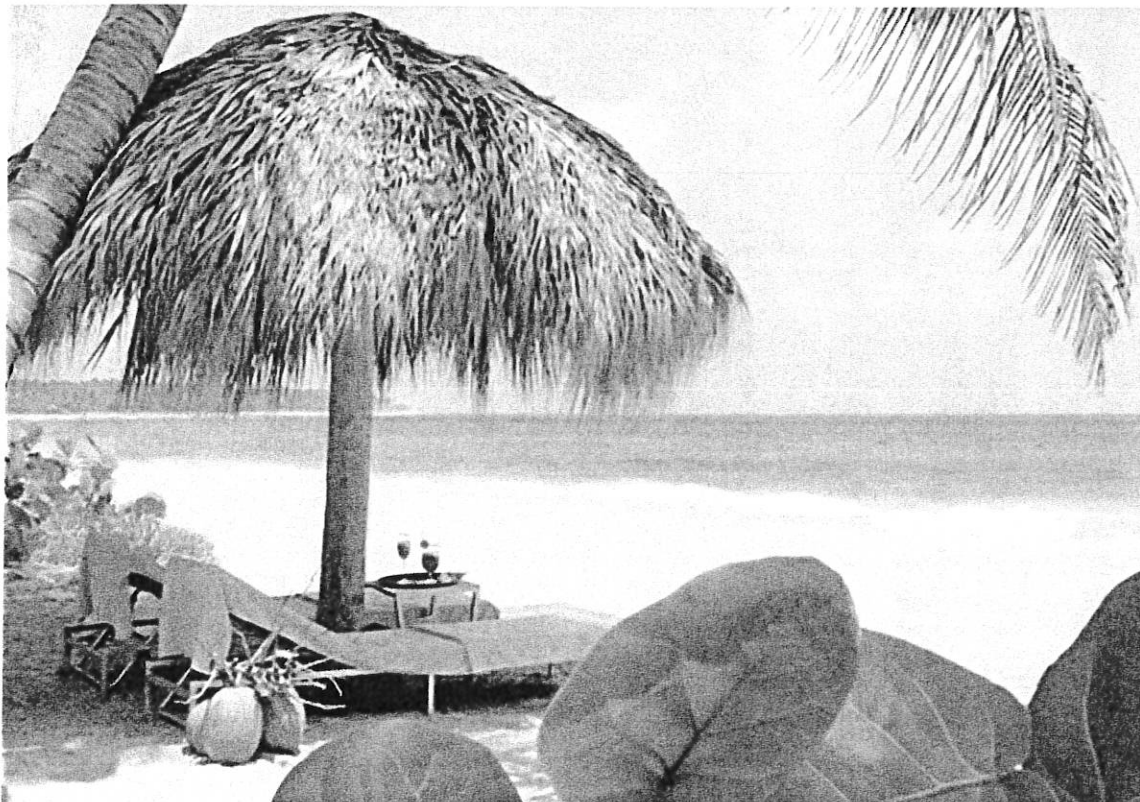


The Inn at Rancho Santa Fe - Up to 41% off

Rancho Santa Fe, California | *Ends in 4 days*

[VISIT SALE](#)

[Set reminder](#)



Sivory Punta Cana Boutique Hotel - Up to 28% off

Punta Cana, Dominican Republic | *Ends in 4 days*

[VISIT SALE](#)

Hotel Normandie, Dominican Republic | Ends in 4 days



[Set reminder](#)



Hotel Normandie - Up to 38% off

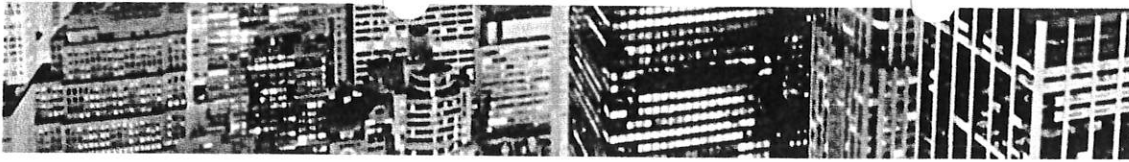
Los Angeles, California | Ends in 4 days

[VISIT SALE](#)

[Set reminder](#)







[The Strand Hotel - Up to 46% off](#)

New York, New York | *Ends in 5 days*

[VISIT SALE](#)

[Set reminder](#)



[Hotel Paradox - Up to 27% off](#)

Santa Cruz, California | *Ends in 4 days*

[VISIT SALE](#)

[Set reminder](#)





Secret Bay - Up to 30% off

Dominica, West Indies | *Ends in 11 days*

VISIT SALE

Set reminder



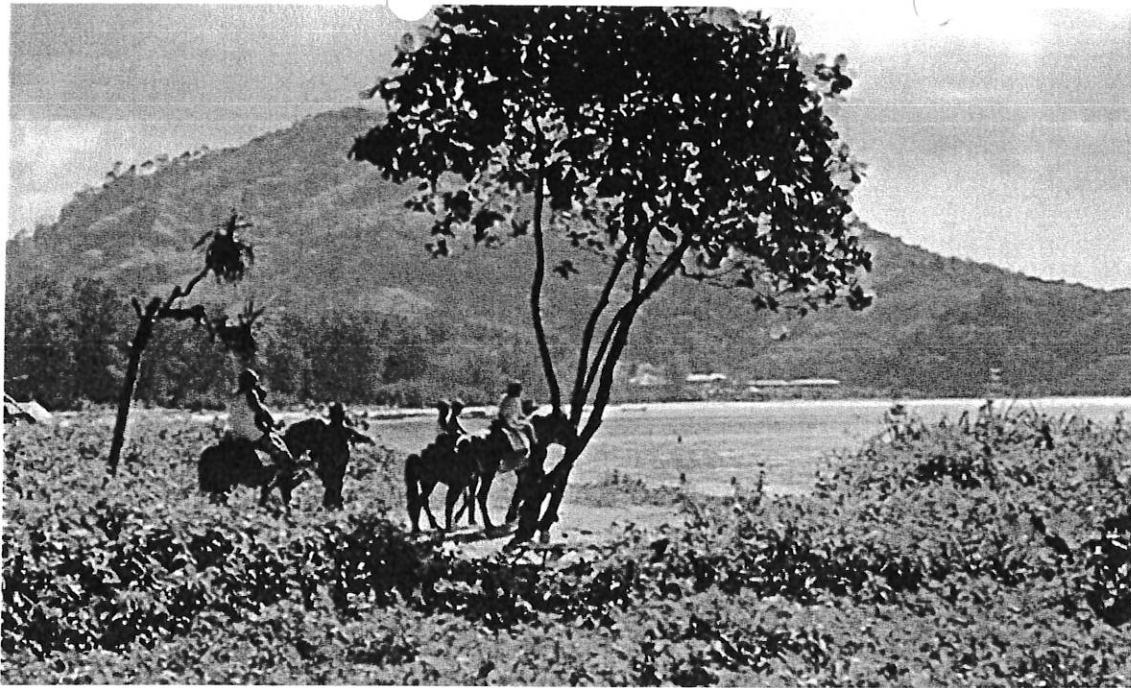
Morgans New York - Up to 41% off

New York, New York | *Ends in 11 days*

VISIT SALE

Set reminder





[Dewa Phuket Resort Nai Yang Beach - Up to 43% off](#)

Phuket, Thailand | *Ends in 4 days*

[VISIT SALE](#)

[Set reminder](#)



[Grand Park Royal Cancun Caribe - Up to 29% off](#)

Cancun, Mexico | *Ends in 11 days*

[VISIT SALE](#)

[Set reminder](#)

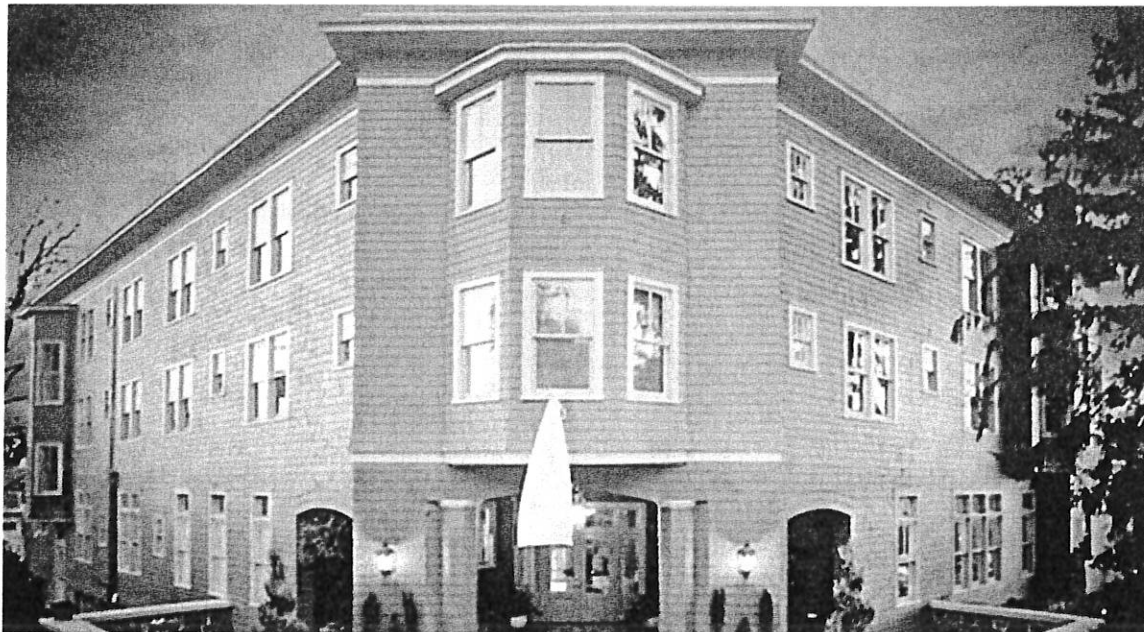


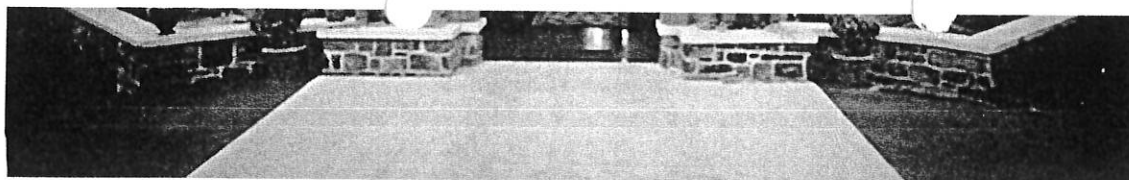
Romanico Palace - Up to 61% off

Rome, Italy | *Ends in 4 days*

[VISIT SALE](#)

[Set reminder](#)





Princess Anne Hotel - Up to 48% off

Asheville, North Carolina | *Ends in 4 days*

VISIT SALE

Set reminder



Hotel Irvine - Up to 46% off

Irvine, California | *Ends in 4 days*

VISIT SALE

Set reminder

VIEW ALL SALES

Happy travels,  
The Secret Escapes Team

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**EXHIBIT J**



CRUSH & VARMA  
LAW GROUP PC  
Attorneys at Law  
www.cvllawgroup.com

Maureen Crush  
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Debra M. Burg  
Meaghan E. Doyle (Of Counsel)

Main Office:  
21 Old Main Street  
Suite 207  
Fishkill, NY 12524  
P 845.897.3400  
F 845.897.3600

July 28, 2015

**First Class & Certified Mail**

Mr. Robert Atwell  
70 Phillips Street  
Beacon, NY 12508

Re: Barbara Walkley  
Our File No.: 1775.1

Dear Mr. Atwell:

We represent Barbara Walkley. Ms. Walkley has brought to our attention several untruthful and defamatory statements made by you to members of the Beacon School Board, the Beacon School Board Attorney, certain Beacon School District employees and other third parties in the community as well as illegally accessing and publishing a selected and out of context set of her personal email communications, intending to libel Ms. Walkley.

We are further aware that your personal friend, Mr. Anthony White, is also complicit in these actions, and has used his position on the School Board in the Beacon School District, to attempt to cause harm to Ms. Walkley, a Beacon School District employee. He has defamed her as well and is also subject to a suit for damages. As a result of your actions we have identified third parties, willing to testify, that there has been a repetition of these false and damaging statements regarding Ms. Walkley.

Certain of the statements made are defamatory *per se* and immediately actionable at law as they falsely impute to our client allegations of serious sexual misconduct – clearly recognized by the Courts as harmful to a person's reputation and punishable by monetary damages under New York State law.

We are aware there is great animosity on your part toward our client at this juncture, notwithstanding the former social relationship you had with her and her husband. Ms. Walkley holds a position of responsibility and respect in the Beacon School District and community and her reputation is a critical factor in her employment and effectiveness in her position.

**You are to immediately cease and desist your statements, publication of defamatory materials, and any other actions by you damaging to our client.**

Any further defamation by you or others as a result of your actions will be dealt with by immediate legal action. Ms. Walkley is not, by this letter, waiving any rights she currently has to pursue her current defamation claims against you and Mr. White for the statements made to date.

Very truly yours,

Maureen Crush

MC:ap  
cc: Barbara Walkley

**EXHIBIT K**



It is a systems approach to finding and solving root causes of challenges to teaching and learning processes. It is the missing piece in many school systems because professional learning is not enough to change the barriers. Support to teachers and to students translates theory to action in the classroom.

If you believe that we can always learn, then you can use instructional support. Instructional Support is for everyone who is open to sharing their knowledge and skills and learning from a community of colleagues.



### Instructional Support Principles

- Support for students should be available when students first need it.
- Success is the only option.
- Literacy is the core of all learning.
- None of us is as smart as all of us.
- Every teacher is a teacher of literacy.
- The organizational infrastructure needs to support the teaching of literacy.
- All staff are responsible for the education of all students

### The Instructional Support “Curriculum”

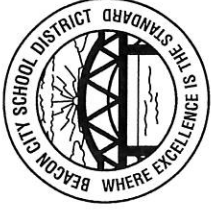
- Curriculum Based Assessment
- Classroom management strategies
- Root cause analysis
- Collaborative problem solving process
- Resiliency
- Understanding Part 154 regulation
- Ysseldyke’s and Christenson’s 14 Instructional Environment Components
- Understanding 3012(d) regulation
- Research proven teaching and learning strategies
- Literacy across content and curriculum
- Integrating Tier II and Tier III vocabulary across content and curriculum
- Other

### What We Collectively Do

- Share skills, knowledge and learn along with colleagues in a collaborative professional learning community
- Chair CPSE and CSE meetings
- Members of academic intervention support (AIS) Vision Team - - support for AIS programs
- Assist in reducing barriers to teaching and learning processes in the classroom
- Seek, find and provide information around teaching and learning practices
- Assist in linking resources to develop cohesiveness of student supports

- Respond to teacher requests for support for students
  - Assist in gathering information about developing students
  - Trial teach students strategies
  - Model strategies in classroom setting
  - Co-teach strategies in the classroom setting
  - Provide support for teacher to try new strategies in the classroom
- Link teacher requests for support with resources
- Seek out resources to meet identified needs
- Provide student engagement strategies
- Support teachers in integrating strategies into lesson plans
- Support district and school based initiatives
- Collaboratively work with teachers and administrators to find root causes for student learning challenges
- Provide support in developing effectiveness of the 14 Instructional Environment Components in classrooms
- Support in building student resiliency
- Provide assistance in developing co-teaching models for English As New language learners in the general education classroom
- Provide another “set of eyes” for analyzing student data
- Assist in developing plans of action for developing students
- Other





**The Beacon City School District  
Instructional Support System**

**What We Want to Impact**

- Student self- confidence as a learner
- Student achievement
- Teacher practice
- The ability to learn

For more information or to request assistance contact:  
 Fabiola Lieberstein- Solera  
 Alice Burke  
 Kimberly Pilla  
 Kate Hines

**The Instructional Support Teacher's Role**

- ✓ Works directly with students and teachers
- ✓ Utilizes an instructional assessment process when appropriate
- ✓ Determines strengths and learning gaps
- ✓ Shares, models and describes research proven classroom strategies for teaching/learning
- ✓ Supports teachers and students
- ✓ Be a part of a learning community
- ✓ Collaborates, communicates & facilitates learning
- ✓ Attends Rtl meetings when requested
- ✓ Is a member of a resource team
- ✓ Seeks and learns new strategies and information
- ✓ See column on other side of brochure: *What We Collectively Do*

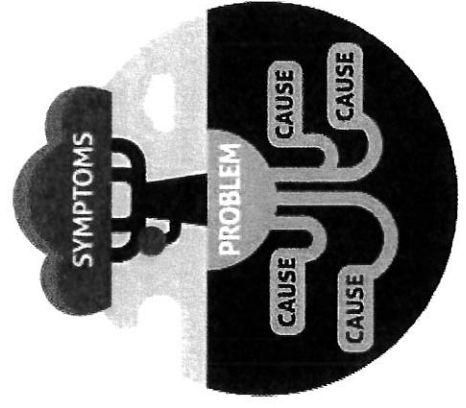


**The Classroom Teacher's Role**

- ✓ Collaborate, communicate & facilitate learning
- ✓ Assist in gather information about a student
- ✓ Assist in tracking the progress the student is or is not making
- ✓ Tries new or prescriptive strategies and generalizes them for all students
- ✓ Attends Rtl meetings when requested

The purpose of Instructional Support is to:

- Create a collaborative learning community where all teachers
  - share what works in their classrooms
  - build our collective capacity to raise the achievement of larger numbers of students by classrooms
  - use root cause analysis to increase the efficiency of Tier I, II and III interventions (Response to Intervention - - Rtl)
- Support developing students when they are first challenged
- Match the request for support to the identified resource
- Reduce barriers to the teaching and learning processes



**Metrics**

- Number of requests for support
- Number of students served
- Area of concern
- Areas improved
- Number of CBAs
- Number of staff contacts
- Student in-class observations
- Modeling in class supports
- Number and type of impact
- Number and type of improvement

**EXHIBIT L**

August 28, 2015

My name is Meredith Heuer and I have been a part of the Beacon Arts & Education Foundation since 2010. The mission of this foundation is to raise funds through private donations and grants to support a more comprehensive education for the students of the BCSD. BAEF has sponsored the Calico Ball for the last 5 years (a \$16,000/year program) as well as donated funds for field trips, art and music supplies, teaching artist workshops, and more. Last year alone, BAEF's donation to the schools totaled over \$25,000 in programming.

One of BAEF's biggest successes, in my opinion, was to get the district to renew their lapsed contract with the Dutchess County BOCES Co-Ser in 2012. BOCES stands for Board of Cooperative Educational Services. BOCES is a public organization that was created by the New York State Legislature in 1948 to provide shared educational programs and services to school districts. Qualifying programs are processed through Dutchess County and the district receives 40-50% of monies spent during a school year back the next year. For example, if the district pays \$16,000 for the Calico Ball one year, the district receives around \$8,000 back the next.

It had taken a lot of work, and a donation of \$2500 for the initial ½ year administration fee, to get the district to sign up with the BOCES Co-Ser but everyone agreed that it was a sound approach to making every dollar spent toward arts in education programming go farther. This seems especially poignant today when the BCSD was just rated ineffective in arts integration.

Even with the success of a renewed relationship with BOCES, BAEF felt that the BCSD was not getting as many contracts through the Co-Ser as was possible; that there was programming happening in the district that qualified for the Co-Ser, but it was not being put through.

That is why last October I approached the superintendent with a proposal that BAEF offer a \$5000 donation to be used as a stipend for a teacher in the BCSD be the arts in education coordinator. This person's responsibilities would include:

1. Educating principals, teachers and PTA members about the Dutchess County BOCES Co-Ser and how to take advantage of it.
2. Helping teachers to understand what existing programming qualifies for the BOCES Co-Ser aid and helping teachers to fill out and submit contracts to the BOCES Co-Ser coordinator.
3. Understanding the New York State curriculum and pointing teachers to new programming that complements the curriculum and qualifies for the Co-Ser program.
4. Keeping track of what contracts were submitted and letting principals know that they had earned a credit of funds that they could use the next year.

BAEF offered this after paying an arts in education coordinator outside of the district for a year. While this person was qualified for the position and was able to make some progress toward the goals stated above, BAEF felt that the position would be more effective from within the district.

After hearing the proposal, the superintendent thanked me and told me that she agreed; the position would be much more effective if it was held by someone within the district. She told me that she had been thinking the same thing and she explained the idea behind the TOSA position. This was the first I had heard of it but, from what she told me, it seemed like a very good use of the position. The superintendent told me that the district would be appointing a TOSA that would have, among other responsibilities, Arts in Education Coordinator for the district. I left elated.

A couple of weeks later I was contacted by the new Arts in Education Coordinator, who enthusiastically told me she was excited to take on the role. Aside from an email where the Arts in Education Coordinator acknowledged her new position to the Assistant Superintendent for Business (attached here) and another to all of the teachers in the district, I am not sure what she was able to accomplish. I had recommended that she meet with Maria DeWald, the BOCES coordinator to discuss opportunities for our district. This did not happen. I asked her to coordinate with the music teachers to put the NYSSMA and DCMA fees through the Co-Ser. This also did not happen. I made contact with the Arts in Education Coordinator from the Arlington District to ask if it would be ok for our Arts in Education Coordinator to contact her for advice but I don't think this happened either. I thought being in touch with the Arlington District could be really beneficial since they put over \$250,000 worth of contracts through the Co-Ser each year. The BCSD put fewer contracts through the Co-Ser this year than for the 2012-13 or 2013-14 school year. In 2012-13, the BCSD had 6 contracts totaling \$16,237. In 2013-14, the BCSD had 5 contracts totaling \$15,141.50. This year, we had 3 contracts totaling \$13,230.

When I met on August 11, 2015 with the Arts in Education Coordinator, the assistant superintendent and, unexpectedly, the superintendent to go over how the 2014-15 year went with for the Arts in Education coordinator position, I was told by the superintendent that the person who I was told would be the arts in education coordinator was not actually the arts in education coordinator in any official capacity; that any work she did in this area was purely volunteer. She said that the arts in education coordinator position did not actually fit under the TOSA umbrella.

This leaves me with several questions and concerns:

1. This was not how it was presented to me in the October 2015. Did I misunderstand? Did the superintendent misunderstand the TOSA regulations and when she figured it out, did she officially change the arts in education coordinator position? Were there other responsibilities added to her position instead of the

arts in education coordinator? What were this person's total responsibilities as TOSA? Who did she report to? How was her effectiveness measured?

2. BAEF had offered funds to help support this position. The offer was refused and the job was not performed. Why, when the superintendent decided that the arts in education coordinator would not be a paid position didn't she approach BAEF to revisit the idea of BAEF helping to fund the position.
3. The district pays \$5000/year to participate in the Co-Ser. Are we getting the maximum benefits we can from this program? As I mentioned earlier, for several years, I have asked administrators to help me coordinate with the music teachers to put the NYSSMA fees through the Co-Ser. When I asked the arts in education coordinator about this at our recent meeting, she said that this had not happened because the music teachers were paying these fees out of their own pockets. Is this true? Why is this happening?

This all seems very important to take a much closer look at given the August 10, 2015 school board meeting where several board members were prepared to vote to instate four TOSA positions even after the superintendent was not able to give a clear explanation of the roles these TOSA's would fill. This represents, as far as I am able to understand it, 4 salaries, so more than \$300,000. I hope the board will take the information I present here and make sure that they understand what they are voting for when they vote for these TOSA positions. I can't say whether I am for or against them with the information I have been able to glean. Perhaps the board members know more than the public on this? Is their job description confidential? I hope the board is doing their due diligence of research and asking plenty of questions before voting for this or any of agenda items that require their approval.

Sincerely,

Meredith Heuer  
chair, Beacon Arts & Education Foundation

Kelly Ellenwood  
vice-president, Beacon Arts

**From:** "Meredith Heuer" <meredithheuer@mac.com>  
**To:** "Melissa Rutkoske" <rutkoskelaw@optonline.net>  
**Date:** 11/25/2015 09:42:58 AM  
**Subject:** exhibits

## MEREDITH HEUER

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Begin forwarded message:


**From:** Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Subject:** Meeting/ Arts  
**Date:** December 9, 2014 at 8:48:55 PM EST  
**To:** Ann Marie Quartironi <[quartironi.a@beaconk12.org](mailto:quartironi.a@beaconk12.org)>  
**Cc:** Meredith Heuer <[meredithheuer@mac.com](mailto:meredithheuer@mac.com)>, Barbara Walkley <[walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)>, Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>

Hi Annemarie,

As you know , I will be acting as the Arts in Ed coordinator under the umbrella of the Parent communicator. I will be working with Meredith and have already met to discuss the arts in ed opportunities. I would like for us to meet with you so we can make certain we are all on the same page. Both Meredith and I can meet during the day at your convenience. Please let me know if this works. Thanks Annemarie.

Kim

Sent from my iPhone

**From:** "Meredith Heuer" <meredithheuer@mac.com>  
**To:** "Melissa Rutkoske" <rutkoskelaw@optonline.net>  
**Date:** 11/25/2015 09:43:55 AM  
**Subject:** exhibits 2  
**Attachments:**  Arts in Education CoSER approval.docx (85KB)

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----- Forwarded message -----

**From:** **Atwell, Kim** <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
**Date:** Tue, Jan 13, 2015 at 1:51 PM  
**Subject:** Fwd: Flow chart fixed  
**To:** Kelly Hamburger <[hamburger.k@beaconk12.org](mailto:hamburger.k@beaconk12.org)>, Adam Levy <[levy.a@beaconk12.org](mailto:levy.a@beaconk12.org)>, Adam McPartland <[mcpartland.a@beaconk12.org](mailto:mcpartland.a@beaconk12.org)>, Alexa Marinaccio <[marinaccio.a@beaconk12.org](mailto:marinaccio.a@beaconk12.org)>, Alice Burke <[burke.a@beaconk12.org](mailto:burke.a@beaconk12.org)>, Anna Orlando <[orlando.a@beaconk12.org](mailto:orlando.a@beaconk12.org)>, Arleen Phypers <[phypers.a@beaconk12.org](mailto:phypers.a@beaconk12.org)>, Ashly Hala <[hala.a@beaconk12.org](mailto:hala.a@beaconk12.org)>, Atar Near <[near.a@beaconk12.org](mailto:near.a@beaconk12.org)>, Beth Catalano <[catalano.b@beaconk12.org](mailto:catalano.b@beaconk12.org)>, Brian Mahon <[mahon.b@beaconk12.org](mailto:mahon.b@beaconk12.org)>, Caitlin Morrison <[morrison.c@beaconk12.org](mailto:morrison.c@beaconk12.org)>, Christina Dahl <[dahl.c@beaconk12.org](mailto:dahl.c@beaconk12.org)>, Christine Gernhardt 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<tighe.r@beaconk12.org>, Susan King <king.s@beaconk12.org>, Trish Silverman <silverman.t@beaconk12.org>, Aaron Burke <burke.aa@beaconk12.org>, Alicia Smith <smith.a@beaconk12.org>, Brian Antalek <antalek.br@beaconk12.org>, Bridget Giavatto <giavatto.b@beaconk12.org>, Cheryl Lange <lange.c@beaconk12.org>, Danielle Farella <farella.d@beaconk12.org>, Debbie Joyce <zucconi.d@beaconk12.org>, Kathleen Wiacek <wiacek.k@beaconk12.org>, Kathryn Lokmaci <lokmaci.k@beaconk12.org>, Kelley Bender <bender.k@beaconk12.org>, "keogh. m" <keogh.m@beaconk12.org>, Laura Fabia <fabia.l@beaconk12.org>, Laura Johnson <johnson.l@beaconk12.org>, Linda Baron <baron.l@beaconk12.org>, Lisa DeMeo <demeo.l@beaconk12.org>, Marianne Haight <haight.m@beaconk12.org>, Marta Cruz <cruz.m@beaconk12.org>, Michelina Farrauto-Martin <farrauto-martin.m@beaconk12.org>, Risima Damboragian <damboragian.r@beaconk12.org>, Scott Timpano <timpano.s@beaconk12.org>, Stephanie Bliss <bliss.s@beaconk12.org>, Susan Lee <lee.s@beaconk12.org>, Susan Wurtz <wurtz.s@beaconk12.org>, Vicki Hoerup <hoerup.v@beaconk12.org>, Alicia Reilly <reilly.a@beaconk12.org>, Allison Bieback <bieback.a@beaconk12.org>, Amy Frazita <frazita.a@beaconk12.org>, Amy Whalen <whalen.a@beaconk12.org>, Ana Belloch <belloch.a@beaconk12.org>, Danielle Yeaple <yeaple.d@beaconk12.org>, Darcy Clayton <clayton.d@beaconk12.org>, Denise Frisenda <frisenda.d@beaconk12.org>, Donna McGinley <mccginley.d@beaconk12.org>, Elaine Morgan <morgan.e@beaconk12.org>, Elizabeth Botero <botero.e@beaconk12.org>, Frank Zito <zito.f@beaconk12.org>, Gloria Rosati <rosati.g@beaconk12.org>, Jaime Rivieccio <rivieccio.j@beaconk12.org>, Jane Sylvester <sylvester.j@beaconk12.org>, Jeanmarie Jacques <jacques.j@beaconk12.org>, Jen Scuderi <scuderi.j@beaconk12.org>, Jennifer Kennett <kennett.j@beaconk12.org>, Jose Contreras <contreras.j@beaconk12.org>, Joseph Lopez <lopez.j@beaconk12.org>, Joy Bonneau <bonneau.j@beaconk12.org>, Laurie LaVelle <lavelle.l@beaconk12.org>, Monica Taylor <taylor.mo@beaconk12.org>, Neta Mitchell <mitchell.n@beaconk12.org>, Randi Speedling <speedling.r@beaconk12.org>, Rebecca Edmondson <edmondson.r@beaconk12.org>, Rebecca Sorci <sorci.r@beaconk12.org>, Sallie Farkas <farkas.s@beaconk12.org>, Sarah Coleman <coleman.s@beaconk12.org>, Scott Sabatelle <sabatelle.s@beaconk12.org>, Shannon Madden <madden.s@beaconk12.org>, Theresa Carola <carola.t@beaconk12.org>, Tom Hoyle <hoyle.t@beaconk12.org>, Victoria Kidd <kidd.v@beaconk12.org>, Victoria Mastrantuono <mastrantuono.v@beaconk12.org>, Becky Shuk <shuk.b@beaconk12.org>, Carol Salvias <salvias.c@beaconk12.org>, Debra Waage <waage.d@beaconk12.org>, Elizabeth Hanrahan <hanrahan.e@beaconk12.org>, Jennifer Fisher <fisher.j@beaconk12.org>, Jennifer Gall <gall.j@beaconk12.org>, Jennifer Matus <matus.je@beaconk12.org>, Lesli Tompkins <tompkins.le@beaconk12.org>, Lillian Goldsmith <goldsmith.l@beaconk12.org>, Lisa Ebeling <ebeling.l@beaconk12.org>, Lou Joyce <joyce.l@beaconk12.org>, Lynn Greco <greco.l@beaconk12.org>, Matthew Coumbes <coumbes.m@beaconk12.org>, Nicole Penzetta <penzetta.n@beaconk12.org>, Pamela Ciotoli <ciotoli.p@beaconk12.org>, Tery Udell <udell.t@beaconk12.org>, Theresa Losito <losito.t@beaconk12.org>

**Dear Colleagues,**

**I have forwarded you an email that I sent to the Admin team so you are aware of one of the initiatives under the TOSA role I am working under for this year. I will be working with the Arts in Education foundation along with our teachers and administrators to help facilitate assistance in funding utilizing the Boces CoSer. This is not new, however, there has not been a streamline process in place and many programs are being offered without the utilization of the funding. There is a 50 percent reimbursement when qualifying programs are funded through the CoSer.**

**If for instance the elementary schools are taking a field trip to the Bardavon, they will be able to utilize the CoSer, other examples are the Calico ball, field trips to art museums, etc.. the same is true for certain programs at the secondary level. Certain aspects do not qualify ie: transportation. We are currently streamlining the process and communicating to all staff about this opportunity. Please review the email and the attachment and if you have any**

**questions or you have field trips, programs, events that you are not sure about, contact your principal.**

**Respectfully,**

**Kim**  
**Kim Atwell**  
**President**  
**Beacon Teacher's Association**  
<http://beaconteachers.org/>

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----- Forwarded message -----

From: **Atwell, Kim** <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>  
 Date: Tue, Jan 13, 2015 at 1:36 PM  
 Subject: Fwd: Flow chart fixed  
 To: John Sieverding <[sieverding.j@beaconk12.org](mailto:sieverding.j@beaconk12.org)>, Thomas O'Neil <[oneil.t@beaconk12.org](mailto:oneil.t@beaconk12.org)>, Ashley Jackson <[jackson.a@beaconk12.org](mailto:jackson.a@beaconk12.org)>, Brian Soltish <[soltish.b@beaconk12.org](mailto:soltish.b@beaconk12.org)>, John Giametta <[giametta.j@beaconk12.org](mailto:giametta.j@beaconk12.org)>, Cassandra Orser <[orser.ca@beaconk12.org](mailto:orser.ca@beaconk12.org)>, Brian Archer <[archer.b@beaconk12.org](mailto:archer.b@beaconk12.org)>, Dawn Condello <[condello.d@beaconk12.org](mailto:condello.d@beaconk12.org)>, Cara Conrad <[conrad.c@beaconk12.org](mailto:conrad.c@beaconk12.org)>, Frank Mulhern <[mulhern.f@beaconk12.org](mailto:mulhern.f@beaconk12.org)>, Nicole Triassi <[blaho.n@beaconk12.org](mailto:blaho.n@beaconk12.org)>, Erik Wright <[wright.e@beaconk12.org](mailto:wright.e@beaconk12.org)>  
 Cc: Ann Marie Quartironi <[quartironi.a@beaconk12.org](mailto:quartironi.a@beaconk12.org)>, Barbara Walkley <[walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)>, Karen Kellogg <[kellogg.k@beaconk12.org](mailto:kellogg.k@beaconk12.org)>, Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>

**Hi Everyone,**

**Attached is the flow chart that you received a couple of weeks ago when I presented information regarding the Arts in Ed process. As you may recall, I will be responsible for assisting in the process as the Arts in Ed Liason under the TOSA role for this year and look forward to working with all of you to help streamline the process with programs and the utilization of the Boces CoSer. I will be notifying all of the teachers and the PTO/PTA/PTSO officers on the process and will discuss with them at our next BPTP meeting in February. Please let me know if you have any questions.**

**The shortened version of the chart is as follows:**

- 1. Confirm programs**
- 2. Confirm funding with Annemarie**
- 3. Receive approval from Annemarie**
- 4. Fill out appropriate paperwork**
- 5. Meet with me to review and sign off**
- 6. I will report to Annemarie for final approval**
- 7. Annemarie will submit to Boces**
- 8. I will communicate any further details or information to Principal and or from principal to appropriate people.**

**It would be very helpful if you could also review the process with your teachers so they are all hearing the same message and understand the process. Thank you again for your assistance and collaborative work. I appreciate all that you do.**

**Kim**

**Kim Atwell**  
**President**  
**Beacon Teacher's Association**  
<http://beaconteachers.org/>

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----- Forwarded message -----

From: **Kim Atwell** <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>  
Date: Mon, Jan 12, 2015 at 8:54 AM  
Subject: Fwd: Flow chart fixed  
To: Kim Atwell <[atwell.k@beaconk12.org](mailto:atwell.k@beaconk12.org)>

Sent from my iPhone

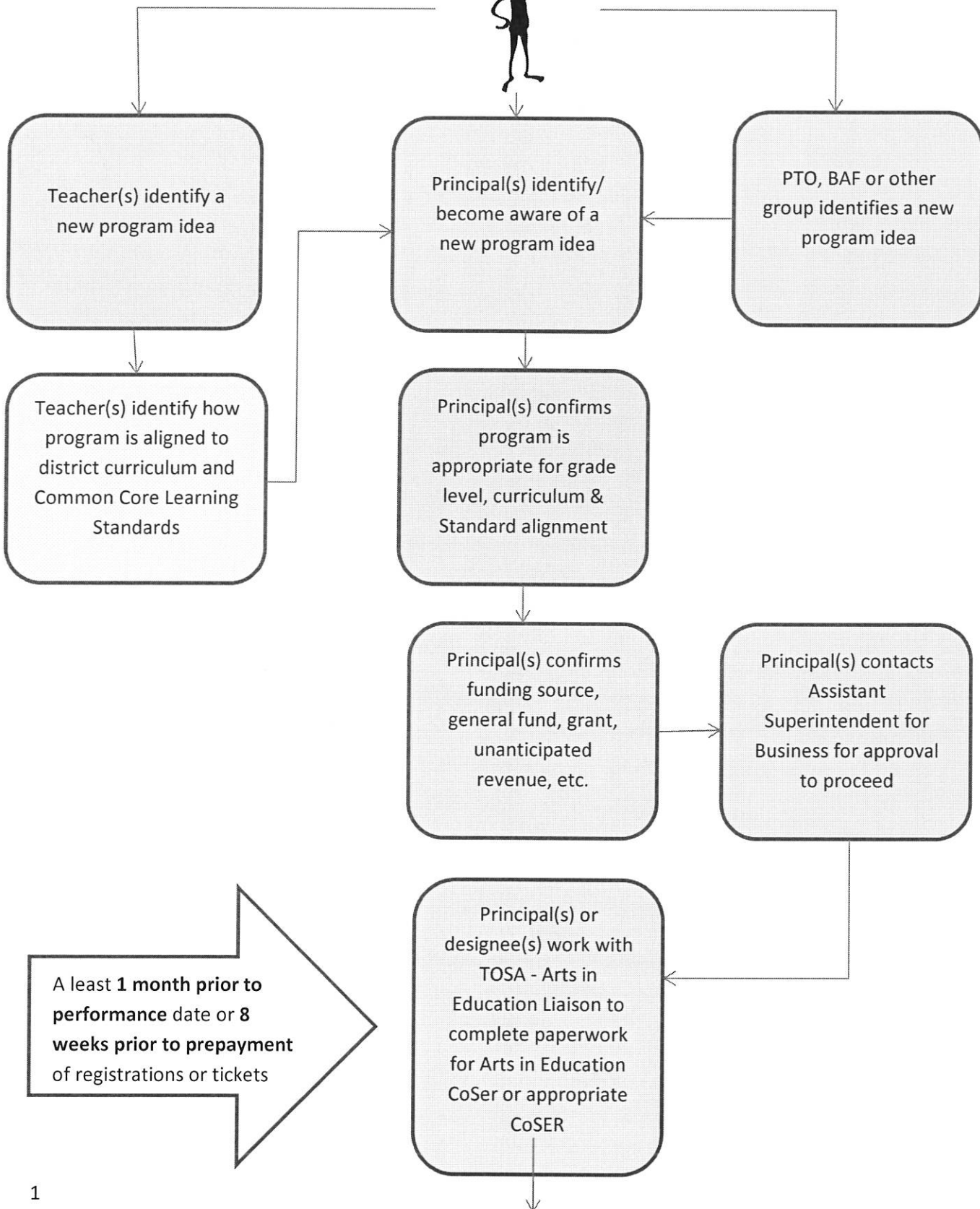
Begin forwarded message:

**From:** "Walkley, Barbara" <[walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)>  
**Date:** December 17, 2014 at 4:52:43 PM EST  
**To:** Kim Atwell <[atwell.k@beaconteachers.org](mailto:atwell.k@beaconteachers.org)>  
**Subject:** **Flow chart fixed**

--  
Dr. Barbara Walkley  
Interim Superintendent

Beacon City School District  
10 Education Drive  
Beacon, NY 12508  
Phone: [845-838-6900](tel:845-838-6900) Ext 2018  
Fax: [845-838-6905](tel:845-838-6905)  
Email: [walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)

# Beacon City School District Process for using the Arts in Education CoSER



TOSA - Arts in  
Education Liaison  
brings paperwork for  
Principal sign off and  
then sends paperwork  
to Assistant  
Superintendent for  
Business



Assistant Superintendent may fax copy (845 483-8648) but will send original contract to Maria DeWald, BOCES AIE Coordinator, 5 BOCES Road, Poughkeepsie, NY 12601

**AND**

Assistant Superintendent for Business also sends artist copy of contract and an Artist Claim Form.



For an in-school (or at a school event) performance Principal ensures artist submits an **Artist Claim Form** to Principal within 24 hours



Assistant Superintendent for Business submits claim to Maria DeWald

**EXHIBIT M**

----- Forwarded message -----

From: **walkleyb** <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>

Date: Tue, Mar 17, 2015 at 7:23 PM

Subject: What goes around

To: [kimpillaatwell@gmail.com](mailto:kimpillaatwell@gmail.com)

I had Karen do this email and copy me.... so it's 2 birds, one stone

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: "Walkley, Barbara" <[walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)>

Date: 03/17/2015 7:15 PM (GMT-05:00)

To: [walkleyb@gmail.com](mailto:walkleyb@gmail.com)

Cc:

Subject: Fwd: Grading and Job Fair

----- Forwarded message -----

From: **Kellogg, Karen** <[kellogg.k@beaconk12.org](mailto:kellogg.k@beaconk12.org)>

Date: Tue, Mar 17, 2015 at 5:32 PM

Subject: Grading and Job Fair

To: John Sieverding <[sieverding.j@beaconk12.org](mailto:sieverding.j@beaconk12.org)>

Cc: Barbara Walkley <[walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)>

Hi John:

Looking forward to partnering with you tomorrow at the job fair. As I understand it, the folks at New Paltz will have interview schedules for you with secondary candidates and me with elementary upon our arrivals.

We also need to seriously discuss some on-going grading issues with the following teachers:

Claudine Farley

Andy Pomarico (no understanding of what she's doing wrong)

Brian Mahon



----- Forwarded message -----

From: **B Walkley** <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Date: Sun, Apr 19, 2015 at 10:23 PM  
Subject: Fwd: April 21st Agenda  
To: Kim Atwell <[kimpillaatwell@gmail.com](mailto:kimpillaatwell@gmail.com)>

----- Forwarded message -----

From: **Walkley, Barbara** <[walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)>  
Date: Sun, Apr 19, 2015 at 9:35 PM  
Subject: Fwd: April 21st Agenda  
To: [walkleyb@gmail.com](mailto:walkleyb@gmail.com)

----- Forwarded message -----

From: **Awhite** <[anthony2000wh@aol.com](mailto:anthony2000wh@aol.com)>  
Date: Sun, Apr 19, 2015 at 8:45 PM  
Subject: Re: April 21st Agenda  
To: "Walkley, Barbara" <[walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)>  
Cc: Tracy Everett <[tlabeacon@hotmail.com](mailto:tlabeacon@hotmail.com)>, AT&T <[fgarnot@yahoo.com](mailto:fgarnot@yahoo.com)>, Bill Zopf <[Bill.Zopf@sungard.com](mailto:Bill.Zopf@sungard.com)>, Christine Galbo <[ceg0303@yahoo.com](mailto:ceg0303@yahoo.com)>, Georgia Patchen <[gmpatchen@yahoo.com](mailto:gmpatchen@yahoo.com)>, Jose Munoz <[josenico2003@yahoo.com](mailto:josenico2003@yahoo.com)>, Kenya Gadsden <[gadsdenkenya@gmail.com](mailto:gadsdenkenya@gmail.com)>, Melissa Thompson <[thompson.beacon@gmail.com](mailto:thompson.beacon@gmail.com)>, Kelly Pologe <[pologe.k@beaconk12.org](mailto:pologe.k@beaconk12.org)>, Ann Marie Quartironi <[quartironi.a@beaconk12.org](mailto:quartironi.a@beaconk12.org)>, Karen Kellogg <[kellogg.k@beaconk12.org](mailto:kellogg.k@beaconk12.org)>, Michael Lambert <[mlambert@shawperelson.com](mailto:mlambert@shawperelson.com)>

Hi,

Have not heard anything. Just curious.

Anthony

On Apr 19, 2015, at 12:16 PM, "Walkley, Barbara" <[walkley.b@beaconk12.org](mailto:walkley.b@beaconk12.org)> wrote:

**EXHIBIT N**

----- Forwarded message -----  
From: **B Walkley** <[walkleyb@gmail.com](mailto:walkleyb@gmail.com)>  
Date: Thu, Mar 5, 2015 at 7:18 AM  
Subject: notes  
To: Kim Atwell <[kimpillaatwell@gmail.com](mailto:kimpillaatwell@gmail.com)>

Hi Kim,  
A couple of notes and thoughts:

Caution:

You sent your school work to my work address... safer to send to gmail

At the agenda meeting yesterday we were talking about leadership and you listed the leadership styles.... Be careful with that. Admins would notice that "textbook" like info.... DON't know if anyone caught it. Watch at around teachers too.

Notes on #3

Cycle of Mutual Resentment involves students teachers and parents

- Teachers think students are lazy. Teachers can be condescending, "If you are going to be a lawyer you need reading skills". Teachers tread on students dreams, "I want them to dream but be realistic" "They are lazy. They don't want to read, don't want to do homework, they are happy making 'Fs'"
- Students think teachers don't like them... try not to care about evaluations
- Parents then don't like teachers if they think their kids don't like them and they don't understand them.

So in some ways #3 is a trick question.... what teacher in this day and age don't want kids to get supports because of the accountability. If a teacher said they did not want supports for kids of poor, minority or immigrant I'd say ok, no problem I will fill your classes with that demographic. The students will count toward your APPR scores. Most teachers are clambering for supports.... This was published in 2004.... I think the same info gathering now would yield different info based on teacher accountability.

Other thoughts to statement "back when my grandparents came to America in 1903, they pulled themselves by their bootstraps. Some of this goes back to family structures. In 1903 single parents had to find

**EXHIBIT O**

----- Forwarded message from Kim Atwell <atwell.k@beaconteachers.org> -----

Date: Wed, 17 Dec 2014 16:03:15 -0500  
From: Kim Atwell <atwell.k@beaconteachers.org>  
Reply-To: Kim Atwell <atwell.k@beaconteachers.org>  
To: B Walkley <walkleyb@gmail.com>

Hi Barb. The guy I heard about for the director of PE/ AD is Marty Nemecek. He applied. Take a look

Thanks

Sent from my iPhone

--- End forwarded message -----