

My name is JoAnna Hackney. As a North Lawrence employee for the last 18 years, I have served as both a middle school teacher and counselor. Tonight, I want to tell you why I will be discontinuing my work with North Lawrence.

Prior to my speech, I would like to be clear that my intent is neither to burn a bridge nor drop a mic. Instead, I aim to deliver my final act of advocacy for the students I love so much. Please see it as such.

Though I did not receive an invitation from Mrs. Wintczak for a June 4 exit interview as the other resigning faculty did, Dr. Mungle did invite me to speak with him. However, he is already familiar with my position. I want to make sure you are, too.

My focus with North Lawrence has always been what is best for the students. I met with many of you during your campaigns to discuss that focus. One critical area was and is the attraction and retention of good teachers.

Trent, I talked to you about teachers not speaking up for students because they feared being moved from either a.) their positions, or b.) their schools. You told me, empathetically, "How horrifying that must be." Imagine standing up for what you believe is best students and losing both.

Kamal, we talked extensively about you hosting forums to learn the teacher perspective. Rusty, you were quoted in the paper the night you were elected: "If anyone has concerns, they shouldn't be afraid to contact me—teachers, staff, and everyone in the corporation. I'm here to be a voice for them." Imagine being precluded from speaking to the board, then losing favor of the board altogether.

The attraction and retention of good teachers... **I** am a good teacher. If you disagree, check my recent evaluations at Oolitic Middle School. Talk to students. Talk to their families. Or recall my time with your own sons and daughters, as I've educated the children of six out of seven of you.

I am a good teacher, one who would use her last breath to fight for North Lawrence, and you could not retain me. Don't confuse my disillusionment with a lack of work ethic, a simple matter of a lazy, summer-loving teacher being "weeded out" by accountability. Rather, I am disillusioned by misleading data, misleading statements, poor communication, questionable ethics, and the promotion of administration's care for teachers and employees when I have never felt less cared for or about in my entire career.

My disappointment **does not** extend to building level administration, but the care I have felt from them was overshadowed by the complete shattering of professional and personal identity I have experienced with **this** administration, ultimately affecting my physical health and creating extremely dark times for me mentally and emotionally. Luckily, with support from those who actually **do** care about me, I am still here to advocate for students tonight.

I love my students. I love their families. I consider it my life calling to work with the kids in the community where I was raised, but I cannot fulfill that calling here anymore. If one of North Lawrence's biggest cheerleaders feels this downtrodden, imagine how nearly every other employee feels.

Therefore, I **am** using my last professional breath to fight for North Lawrence. **Fix it.** Reach into your hearts and your past and your conversations with me and **FIX IT.** This request is the last one I can make on behalf of the children I love. You may no longer consider **me** worth it, but **they** certainly are.