

May 31, 2019

Dear Mr. Grosso, Dr. Mutchler, et al.:

I am writing in response to the Notice to Remedy that I received on April 22, 2019. I am surprised over the course of events that have transpired. I pride myself on the direct impact I'm making for Geneva students and the community at large, and never intended to directly or indirectly take focus away from that. I'm a proven, proud educator and product of this very district.

In March 2019, I did invite three school board candidates to visit my classroom with the intent to bridge community leaders and school programming. These candidates were invited because two of them are personal friends of mine from various outlets in the community. The third was a new acquaintance that I made through social media. My invitation to all three of these candidates did not include any type of "solicitation," "cooperation" or agreement to "promote their campaigns." My intent was purely to provide an authentic classroom experience to community members who were expressing an active interest in our school leadership.

Ms. Frye did visit my kindergarten classroom for about an hour. She checked in at the main office of the school, following protocols. The staff in the front office was expecting her since I had notified them of her visit in advance. Upon her arrival to the classroom, she was introduced to the students by saying, "This is Mrs. Frye. She came to see some of the things we're doing in kindergarten." She observed and participated in a few activities, similarly to routine visitors in our classroom, and then quietly left without disruption to student learning.

After Ms. Frye's departure, she recorded a video praising myself, my students, and the schools for performing "beyond her expectations" as a parent and community member. Ms. Frye did not ask me if she could post or share anything about her visit. I was unaware that she was going to post on her social media account, so I was not cooperating with her. When I saw the post later that evening, past compensated time, I was very proud of what she had to say. She recognized the hard work that the students, teachers, and school district put in every single day in Geneva 304. As a life-long member of Geneva, I then took to my personal social media account, which is not at all connected to my students, to share that positivity.

Through recent conversations and learnings of the inquiry, I feel the intent of this visit became misinterpreted, and I don't agree with the assertion that I tried to "conceal my actions" or made an


unethical judgement. Moving forward, I did update my personal social media account settings to ensure posts are being viewed by those who know me, understand me, and trust my intentions.

In my five years as a district employee, I feel I have provided an outstanding educational experience for my students as demonstrated by numerous excellent evaluation ratings – and have no plans to stop being an exemplar teacher for Williamsburg, the School Board, and the Community. I push to go above. I have provided professional development to staff members by leading a year-long collaborative teaching project, allowing them to observe in my classroom, and by filming videos of my instruction to provide exemplars for teaching and learning. I have been a successful mentor to new staff. I serve on my school's Building Leadership Team, creating goals and analyzing data to ensure student success and growth.

A regret in this process is that I was not provided with an authentic dialogue with those who became concerned about my actions. I received a question and answer session with a third-party investigator that resulted in the previously mentioned misinterpretations of my intent. Further, I was not invited to speak with the Board of Education regarding my actions prior to them privately discussing my discipline. This could have provided a more accurate account and fostered a collaborative and mutually beneficial relationship. I hope looking forward, we can work collaboratively.

I appreciate your attention to my story and my concerns as I continue to stay committed to the Tradition of Excellence in Geneva 304.

Regards,

A handwritten signature in cursive script that reads "Lisa Murphy". The signature is written in black ink and is positioned above the printed name.

Lisa Murphy