

June 23, 2020

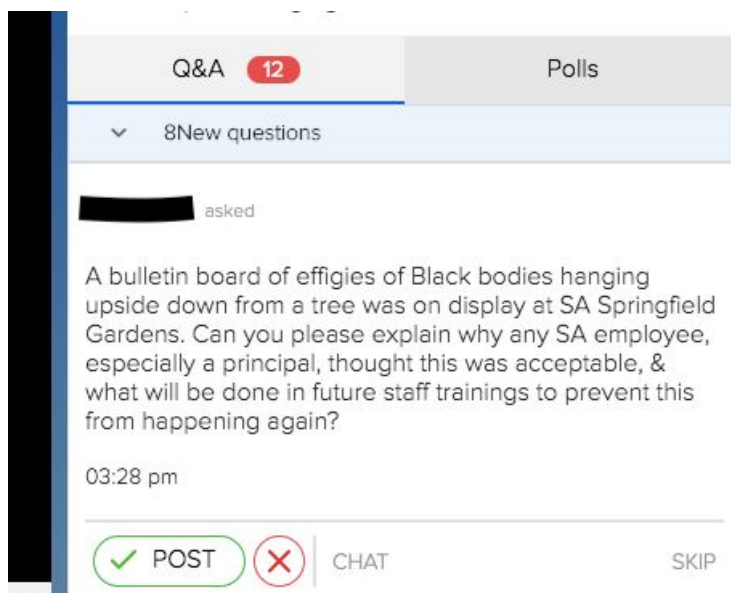
Michael Smith  
Director, Human Resources  
Success Academy Charter Schools

Dear Michael,

Please accept this letter as my formal resignation of employment at Success Academy Charter Schools, effective July 3, 2020.

I am resigning because I can no longer continue working for an organization that allows and rewards the systemic abuse of students, parents, and employees. As the organization's press associate, I no longer wish to defend Success Academy in response to any media inquiries. I do not believe that Success Academy has scholars' best interests at heart, and I strongly believe that attending any Success Academy school is detrimental to the emotional wellbeing of children.

I was disappointed to see how quickly leadership dismissed criticism of racist and abusive practices at their schools and at the network office. The town halls put together to "examine the role Success Academy plays in the ongoing pursuit of equal access and equal justice" in response to the allegations of racism aired on social media were inadequate and insulting to the intelligence of parents, educators, and network employees. Questions deemed "too critical" were rejected before they could be posted in the Live Q&A section visible to attendees — including a question about what changes SA would make to prevent racist instances, like "a bulletin board of black effigies of Black and brown bodies hanging upside down from a tree at SA Springfield Gardens," from happening again. Most questions that were deemed "appropriate" and posted went unanswered.



During Monday's town hall for network employees, I asked a question about the lack of a feedback loop from employees to leadership, which was posted: "I think one of the issues at Success is that employees feel they can't give feedback to leadership, or that our perspective is not valued. Would you consider introducing a channel for employees to share anonymous feedback?" After hearing Eva cite a reason for hosting the town hall as a chance for "employees to speak their minds," I asked, "How can we speak our minds in these town halls where we can't be seen or heard, except through approved questions?" Neither question was acknowledged.

Screenshots of my questions can be found below.

Sincerely,

Elizabeth Baker

10:06 ↶

5G

✕ Success Academy Town Hall: SA Net...

Type your question here

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**Liz Baker** YOU 9:36 am



34  
likes

I think one of the issues at Success is that employees feel they can't give feedback to leadership, or that our perspective is not valued. Would you consider introducing a channel for employees to share anonymous feedback?

No response yet

**Libby Kellogg** 9:21 am



29  
likes

I believe that the recent acrimonious outcry on social media from former staff and students stems from those people not feeling listened to. Do you agree? What can we as an org do to engage dissatisfied employees in a more productive, proactive conversation that addresses these concerns?

No response yet

10:07 ↗

5G 

✕ Success Academy Town Hall: SA Net...

Type your question here

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**Liz Baker** YOU 9:45 am

How can we speak our minds in these town halls where we can't be seen or heard, except through approved questions?

20 likes

No response yet