

Let Judie Rosa Finish the School Year at SAA

Background Facts:

- A. Judie Rosa has served Spencerville Adventist Academy (SAA) with distinction and success as Elementary Principal since 2016, earning the respect, admiration, and gratitude of the community.
- B. On the evening of March 31, 2021, Judie notified the SAA elementary school community that its Board decided not to renew her 2021-22 contract *“for greater unity within the administrative team.”* Within that email Judie also expressed her love for SAA’s teachers, students, and parents, and that she would continue to serve through June 30, 2021.
- C. Beginning on the very next morning, April 1, callers to the school office have been unable to reach her, and are being told that she is “unavailable.” She likely no longer has access to her school email or computer, explaining why our emails to her have gone unanswered. She has not been seen at the school since.
- D. On the evening of April 1, SAA gave an “Elementary Principal Update” saying it was *“not at liberty to discuss”* personnel matters, yet publicly stated that “[Judie’s] *employment was under ongoing review over a period of several months by the appropriate committees...and after thorough consideration, the School Board, in conjunction with the Chesapeake Education Department, voted not to renew Ms. Rosa’s contract.*”
- E. The “Elementary Principal Update” made no mention that Judie was made to leave prematurely, was blocked from her SAA email, or had been prevented from completing the school year. Nor was a replacement or contingency plan detailed.
- F. Over a week has now passed with no further information. Inquiries of parents to SAA administration by e-mail or telephone are going unanswered.

Some Questions & Concerns:

- 1. Did the *“thorough consideration”* of Judie’s employment over *“several months”* ask for input from the elementary school teachers, students, or parents?
- 2. Did Judie decide to walk away on April 1, or was she made to leave?
- 3. Either way, didn’t parents of SAA elementary students deserve to know that their Principal was already gone, rather than continuing through June 30?
- 4. Why was this information withheld from the school community?
- 5. Judie’s plan to serve until June 30 (as mentioned in her March 31 email), followed by her absence since April 1, shows cause and effect. Did a goodbye message from Judie truly justify such a harsh reaction? How was this reaction in the best interests of our children and their teachers?
- 6. Judie’s sudden absence is certain to have a negative impact on the elementary teachers and their students. The dozens of “balls she was juggling” for grades PK-8 now risk falling to the ground or slipping through the cracks. So what are the details of the contingency plan, and where is it?
- 7. Judie Rosa, someone we care about, has been damaged. But the greater damage is to our children and their teachers who face an unnecessary disruption of leadership. It is also a failure of school administration to keep trust with parents.

Has punishing Judie Rosa been elevated above the best interests of our children and their teachers?