

Bullying of Teachers Pervasive in Many Schools

May 16, 2012 by twalker

219 Comments

By Cindy Long



Workplace bullying is on the rise. About **a third of American workers have been impacted by bullying in the workplace**, either as a target or as witness to abusive behavior against a co-worker. Unfortunately, it's even more prevalent in the field of education. In a recent survey of medium-sized school districts, 25 percent of employees reported that they had been bullied.

A teacher from Augusta, Maine, was so traumatized by her principal and superintendent that she didn't want her name or school mentioned, but wanted to share her story because she believes the pervasive problem of workplace bullying has gone on unchecked for too long.

"I am sufficiently frightened enough by my former employers to fear that maybe they could still hurt me," she says. "I need to get a new job but won't be able to do so if I am unable to receive even one recommendation from an administrator. I know it and so do they."

After the Augusta educator resisted being transferred to a new school and new grade level, she began to be scrutinized by her administrators. First, they began examining her test scores, her communications with parents, and her relationships with colleagues. Then, with no explanation and no warning, the principal began interrupting her class to pull out students one-by-one to talk to them. When the educator asked the students why they were being pulled out, they told her they were instructed not to tell.

She was accused of not using technology in her class, even though each student had a laptop. She was criticized for relying on a literacy mentor, even though some of her students were struggling with reading. She was put on a behavior modification plan and was told to submit her lesson plans a week in advance for review by administrators. Her

peers warned her that she was being targeted, and she began to believe it. Finally, she left her job after her health began to deteriorate.

It's not just administrators bullying teachers, says Carv Wilson, a geography teacher at Legacy Junior High in Layton, Utah. He's been an educator for 18 years, and has seen teachers bullying each other to get their way, as well as aggressive parents who fly off the handle and threaten and intimidate their child's educators. But he says the worst case of ongoing workplace bullying he witnessed was by a principal.

"I was heavily involved in school leadership both as a Davis Education Association Rep and on the school representative counsel, and I heard about or witnessed first-hand the abuse of other teachers, staff, and students by this principal," he says. "She specifically targeted individual teachers and the only thing that seemed to offer any protection was membership in our local association."

Wilson says more than 60 percent of the educators were NEA members, and the other 30 percent "suffered dramatically at her hands." The number of transfers out of the school was higher than 50 percent each year of the eight years that she was principal of the school.

"She seemed to revel in people being driven out of education or to another school," he says. "The memories of that time still haunt me from time to time, but it solidified my belief that having representation both in school and in the local community through the association is critical. It's the only defense against unfair and even punitive measures that are sometimes solely prompted by personality conflicts."

Denise Mirandola is a union representative for the Pennsylvania State Education Association who holds trainings for members called "Bullying in the Workplace."

"I presented it at an Education Support Professionals meeting and was surprised to see so many heads nodding," she says. "I believe that the phenomenon has been overlooked far too long and should be brought to the surface quickly."

Like Wilson from Utah, she says association representation is vital if you're being targeted by a workplace bully. The first thing you should do, in fact, is contact your union representative. Then, document, document, document – save emails, letters, memos, notes from conversations, or anything that shows the mistreatment. She also recommends confronting the bully with a supportive ally, like a union rep – and to describe the offensive behavior you're experiencing, and the change in behavior you'd like to see.

According to Dr. Matt Spencer of the **Workplace Bullying in Schools Project**, "the bully steals the dignity, self-esteem, confidence, joy, happiness, and quality of life of the targeted victim". And when the target is an educator, it is a great "injustice" because the bully deprives students of a caring adult who is crucial to their education.

Currently there is no law in any state against workplace bullying, unless it involves harassment based on race, color, creed, national origin, sex, age or disability. Please support the Healthy Workplace Bill in your state. Go to www.healthyworkplacebill.org for more information.

Comments

219 Responses to "Bullying of Teachers Pervasive in Many Schools"



1.

2. **arkanonymous says:**

July 26, 2012 at 8:00 pm

Can't say – My school in a larger school district in Arkansas currently has a law suit pending. One of the side issues that surfaced was administrative bullying of female teachers. True or not, I know some that believe and insist that they're being bullied. Based on my 19 years of teaching, I can say for sure that the correct procedures for helping teachers to improve their weaknesses is hardly ever done according to policy. It seems that administrators would rather use intimidation and deceit to control or drive a teacher away. We are hired because we are supposedly intelligent and are dedicated to our profession, but we are often treated very unprofessionally.

Well-loved. Like or Dislike:  15  0



3.



4. **Debby says:**

July 26, 2012 at 8:06 pm

I am a recently retired teacher, 43 years experience. I have witnessed others being bullied. Principals expect everyone to obey their every rule, whether or not the rules makes sense or fit their program. My most recent experience was the principal demanding that teachers of kids who are fed through their stomachs, cannot read or write, attend every single inservice for regular ed teachers in a comprehensive high school. Kids well below kindergarten level. When the principal was presented a proposal that a parallel inservice be done that fit the needs of our kids, we were dismissed. He said something about "you need to be exposed." (for example, how to improve writing skills; how to encourage kids to apply for AP... Mind you we were already attending many inservices specific to our kids via outside sources. Evidently we needed to be exposed to what regular HS kids did; but regular ed teachers in the school didn't need exposure to what we did The most hypocritical thing about this.....the principal had NEVER set foot in one of our classrooms in 8 years.... so the "exposure" thing was nonsense. And for those who dare to skip a meeting, a completely irrelevant meeting, hell has no fury like a principal scorned. The same principal made no effort to visit the classrooms of this esoteric program under his leadership. If he had, he would have seen how many inservices the dept was doing on a regular basis. Only after about 8 years did he even think to have an inservice about this special program to "EXPOSE" the reg ed staff.

Back to "hell hath no fury like a principal scorned" teachers who skipped a couple of irrelevant meetings, were being pushed around and not told where their next

assignment would be. Leaving school for the summer with no clear assignment for the next year, is an untenable situation, and a cheap bullying tactic. I am thrilled they had the last word....they moved on to another school.

Well-loved. Like or Dislike:  5  0





5.

6. **Sykes Hoffman says:**

[July 26, 2012 at 8:10 pm](#)

It is really the fault of the school district administration in our local area schools, the Local board is trying to curtail expenditures by getting rid of the older, more experienced educators. They hire new teachers, run them through the mill, get rid of them before they have a shot at tenure, it has become a form of racket, racketeering school administrators, abusing the teachers, and using the new hires. California schools are in an awful mess, I am going to pull up stakes, and head East, at least the states back east are not sinking under pending economic ruin, like California is. It used to be such a wonderful place to live, now it is a shadow of its former self, heaven help all new teachers, they can expect conditions to only get worse.

Well-loved. Like or Dislike:  7  0




7.

8. **TexasTeachernMom says:**

[July 26, 2012 at 8:10 pm](#)

My first year teaching my daughter was assaulted and I was told if I got a lawyer for her I'd lose my job. Five years later I am faced with my daughter making an outcry and stating things I knew nothing about. I taught for one more year, but the worst part in knowing she suffered in silence all those years and I didn't know the extent of it because it wasn't shared with me as a parent. The best part is when I was told the put a dollar sign to the consequences a few weeks ago I told them my daughter wasn't for sale. Standing up for what's right and to the "bully" is the only way to make it stop. I resigned at great personal cost from a profession I love but I have decided to standup to the bully in this case and try to make sure it does not happen again to others. The emotional stress and physical strain on both myself and my daughter was no longer worth it...get legal advice and standup to the bully-go make informational only reports with the police department everytime it happens, this helps proves your case.

Well-loved. Like or Dislike:  4  0





9.

10. **LD says:**

[July 26, 2012 at 8:14 pm](#)

It goes on all the time and is usually directed at bright, proactive educators. Oversight could stop this, but districts generally allow bullying to censor those individuals who are motivated more by the rule of law and less by cosmology and campaigning for corrupt schools. People balk at this, but that's the 75% that promote it. Think, and they WILL surround you with conflagration. Morality and ethics just aren't programmed into education, albeit people assume this to be a high priority for districts. Not so.

in fact, districts generally practice an atramental professional dynamic that is the exact opposite of what you would expect. Teacher aren;t allowed to think. Those who do are bullied out of the system. Student's aren't allowed to think. Those that do are bullied out of the system. Don't confused being a belligerent opinionated jerk with reason. Generally, the former is a district darling and the latter, one who reasons, unemployed. Get it? Not true? Don't know? Diffident and undecided? Pathetically and pathologically normal.

Well-loved. Like or Dislike:  7  0



11.

12. **LD says:**

[July 26, 2012 at 8:18 pm](#)

@texasteachermom email me at coastx at yahoo dot com for discussion about same. We can compare notes.

Like or Dislike:  0  0




13.

14. **Anonymous says:**

[July 26, 2012 at 8:25 pm](#)

I find it sad that I can relate to this story, as well as the other teacher's accounts. It is sad when the school administration will turn it's back on a teacher and try to

force them out, just because they are different. I work in a predominately African American school district, and was told by an Instructional Assistant that I was unfit to teach in that particular district because of a number of “reasons” including I wasn’t married, didn’t live in the district, wasn’t a mother, and was white. When I went to my administrator the issue was swept under the table. That is until I received 3 non-renewal notices. I have to say Thank God for the NEA and my membership in this organization. It was because of the fact that I documented EVERYTHING and stayed in constant communication with my representative, that I was able to meet with our District’s HR Director, and was able to keep my position. What I have found is that in districts that are fundamentally set in their ways, young teachers are often put in the firing line, because we come with new ideas, and new approaches. Most times it is our fresh ideas that “rock the boat”. However I believe that if you don’t rock the boat then you are not being true to yourself as an educator. Do what you think is best, if that means teaching in a different way – do it. We do what we do not for ourselves, but for the children; and they are the only thing that SHOULD matter. Giving them the best education so that they can succeed and become contributing members of society that have an open mind and open perspective of the world in which they live in. I find that it is so important for ALL teachers to belong to their local district’s EA and speak up when something is wrong. It is a tough road to fight, but I have found that documentation was key in me becoming victorious. For those of you who have lost your fight, and have had your passion squashed my heart goes out to you. I know that I am lucky in how my situation ended up and that for so many it does not end on a positive note. However, please don’t give up. Our children depend on it.

Like or Dislike:  2  0





15.

16. **Washington Educator says:**

[July 26, 2012 at 8:40 pm](#)

This problem needs to be addressed on a national level . To make my story short and sweet I was bullied by a secretary and principal – with the superintendent amusingly watching on. I had been informed quietly that I was the “chosen one” that year. It was so bad my doctor pulled me out of work and put me on medical leave for severe depression and anxiety. Being the positive person I use to be, I tried to go back the next school year since there was a new principal. But, their job wasn’t finished till they pulled me out the middle of that year with their bullying , harassment and intimidation techniques , they went to lengths I neverdreamed possible. I would have committed suicide without my family and daughter. Today I am still in education and I thank God I was hired by a different district (a job no one else wanted due to the severity of the handicapping conditions of the students). I have moved up and done well (as the 20 years I

had done Before the HIB in the one district) I. My evaluations are all good/ superior now. As I see new people coming into the field I think " GET OUT!!!!" this profession has nothing but heartache and low pay and constant criticism. Take your talents somewhere where they are appreciated". But, I say nothing because I trust NO ONE and I am completely politically correct. I back up all my files and I make sure all my I's are dotted, T's are crossed and I do my best.

Well-loved. Like or Dislike:  4  0





17.

18. **Anonymous** says:

[July 26, 2012 at 8:40 pm](#)

I was bullied unmercifully by my assistant principal, then by my principal. The principal apparently made the decision to side with his assistant principal rather than tell the guy to stop being so nasty. It was easier for the principal to join in the bullying rather than deal with his assistant principal. There was nothing I could do about it, because the HR director was a buddy of the assistant principal, so going to him would have been a waste of time. Their object was to embarrass and humiliate me every day, and they were very good at it. I stayed until I was old enough to retire, then got out of there. People are under the impression that in schools, it's only the kids who are bullying each other. Not true at all... those in power are just as bad.

Well-loved. Like or Dislike:  6  0



19.

20. **Paul** says:



[July 26, 2012 at 8:47 pm](#)

Reading these comments brings back a lot of very painful memories of my 40 years as a teacher (grades 7 – 14). Yes, community colleges also have their share of idiot administrators, and I will also argue that poor administrators are one of the root causes of our failing school systems.

Thank God, I am retired now. When people ask me how I like retirement, I say, "Great. It's been x years since I was last denounced!" I once described the inner workings of the "system" as being more like those of Stalinist Russia than of Democratic America. "You are guilty just because someone said so. No proof required!"

And then people wonder why American education is in such a sorry state, and of

course, administrators have the answer: an endless supply of bad teachers!

Well-loved. Like or Dislike:  5  0



21.

22. **JC says:**

[July 26, 2012 at 8:49 pm](#)

Thanks to everyone who responded. A special thanks go to those who successfully used technology to stop the bullying – at least for the time being. I plan to get an ipad with a recorder. And I am down-right serious about tape recording my classes. Oh – and to the person who reported they were cited for rolling their eyes – the same happened to me...a parent told me that her son had come home and told her I rolled my eyes at him. However, I did not roll my eyes at him. In addition, I have had students pulled out of my classroom and questioned about something I said in class – mind you, about a vocabulary lesson I was teaching. I was then called to the office and a secretary came to my room and said she was to watch my classroom while I went to the office – this is a person who is not certified to supervise students. I was told a parent was angry because the resource I used for teaching how to find context clues was one used at the high school – and that I had told the students that. I told the principal that one of the other students in the class had raised his hand and said that the lesson we had was from a book his brother was using in high school. My principal kept insisting that I said it. I kept insisting that I did not. I told her that it says in our teacher duties that we are to use the text issued as well as “other resources.” She demanded that I STOP USING IT. Therefore the need for technology to record our teaching and our conversations IS A MUST. Also, use the suggestion of one teacher on this site: journal every day – every time you talk to another teacher, student, parent, administrator – or any time they talk to you. It is imperative! Do not back down.

Like or Dislike:  3  0



23.



24. **Sarah Selech says:**

[July 26, 2012 at 8:51 pm](#)

Our school secretary, who was the principal's personal friend, harassed and literally extorted teachers in our small elementary school. We had a teacher turn-over rate of 25% annually. When the secretary behaved in that manner towards me, I addressed it professionally, with documentation and a complaint to the

principal and her supervisors. After that, despite years of positive evaluations, the principal began sending negative complaints to the district about me so that my complaint about the secretary would not be taken seriously.

I left that dreadful school and unhelpful district to work in a wonderful district nearby. I have noticed the test scores for my former school dropping dramatically over the years since I have gone. I have heard very similar stories from other teachers in our non-union state. I am glad I work in a good district, that supports teachers. But, many women and men in our state face are treated very badly by their districts. I believe the economic situation currently emboldens districts to completely exploit teachers.

Well-loved. Like or Dislike:  7  0



25.

26. **lorena says:**

[July 26, 2012 at 9:22 pm](#)

Totally bullied as a paraprofessional and also some time back when I used to be a tutor. I resigned voluntarily at the end of each of these school years—better than dealing with bitter, power-hungry “professionals.” Life gets so much better! Bullying in the workplace needs to be addressed big time. God bless you all.

Like or Dislike:  2  0



27.

28. **Dave says:**

[July 26, 2012 at 9:31 pm](#)

I taught (or tried to) at a small school in east central Illinois for a couple of years. Everything that was mentioned above happened to me. I would ask teachers questions for example and instead of answering me, they would say very loudly “check your email” and walk away from me.

The principal had me detailed lesson plans and never answered me when I asked why other teachers weren’t required to. He gave me poor evaluations that basically forced me to resign, which I did because I was tired of the treatment from other teachers. The last straw was the last day when all teachers were to have a end of year dinner, receive their checks, and leave for the summer. I asked the principal if I could just get my check and go and was told no. No one spoke to me during the dinner and I finally left and returned to my room to wait. I do not miss that school.

Like or Dislike:  2  0



29.

30. **Former California Teacher says:**

[July 26, 2012 at 9:33 pm](#)

I thought I had been the only one. I was an experienced teacher who moved to a new school district to be close to home. I also experienced bullying at the hands of a principal in the form of unannounced evaluation on day of a site visit, behavior modification plan with lesson plans submitted 1 week in advance, and pulling students out to ask about things that I had said in class. I received a nonrenewal notice. This was also under cover of "economic uncertainty." The encouragement of teachers to "resign" in lieu of having to acknowledge being nonreelected is a form of bullying. Five teachers in the school experienced similar bullying situations that year. I did seek help from the union reps, but union was relatively weak in that district.

This school had a very high turnover rate and large class sizes. This small central valley district had a top heavy administration.

Like or Dislike:  2  0



31.

32. **rhonda says:**

[July 26, 2012 at 9:33 pm](#)

Bullying goes on throughout our district. Parents, teachers, support staff has gone to the superintendent about principals bullying staff and nothing is done. One teacher was told by a coworker that she was told not to talk to her, or they would be in trouble by the administration. It is so bad that the people no longer reports it, and yet this principal still has a job and still continues with the bullying. This past year some of our younger experienced teachers began to bully a 30+ year veteran and nothing was done. Parents were told to get their child out of this teacher's room and fast. It seems these teachers that are bullying co workers seem to think they know more than the more experienced teacher. What has happened to our education system that allows this. School districts have a Zero tolerance for bullying with students, should this not also include the educators?

Like or Dislike:  2  0



33.

34. **Don't Dare Say says:**

[July 26, 2012 at 9:34 pm](#)

Sadly, this issue hits home for me as well. About 8 years or so ago, a new Superintendent came to my school and my life was turned upside down. I was accused of screaming at my students (I was using a microphone due to a hearing impaired child and was right around the corner from the Supt.'s office.) Then, when I asked for help with my SPED students (who in the years before and after my class had MORE services) I was told that I would be taking the help away from the other teachers and they would be mad at me. So, I barely made it through that year with my sanity. Then I was transferred to a different grade level after only 2 years at my grade, partly to "help me refresh myself" but mostly to deny me an important computer based special grant program. The Principal, who had been so supportive before this new Superintendent, all of a sudden would not back me and started to question everything I did. Then, the following year I was told that the Supt. kept hanging out by my door where I couldn't see her. I also kept "losing" things in my classroom that would mysteriously appear a few days later – I could never prove anything there, but I am 99% positive that someone was doing that on purpose. Also, another teacher in the district who was very well loved by everyone but refused to "bow down" to the new Supt. was also harassed in the same way. She finally ended up getting cancer and dying – and I know that stress wasn't helping there.

Luckily for me, I have moved on to another district where things have been better, although the climate is changing there too and I am starting to worry that I need to be really careful and cover my you-know-what. By the way, it's not just me that is getting these feelings, so you can't say it's because of my teaching!

Like or Dislike:  2  0



35.

36. **Dr. Michael W. Schaffer says:**

[July 26, 2012 at 9:46 pm](#)

I was a teacher for over 33 years. The above named principal and her administrators have conducted themselves as mentioned above since they arrived. The previous administrator tried to warn us of what type of person was coming in and strongly suggested we might want to try and leave White Oak. She and her administrators did the bullying routine on me continually the four years that I remained at the school. In the last year, because I received no help from the deputy superintendent and the union rep, I brought my own attorney in. Teaching is a team job where administrators and teachers need to feel that they belong and are apart of the team. All of the large number of teachers who have

left and continue to leave should be a wakeup call. We need to be there for our students and not have to worry or feel afraid to come into a job we love.

Like or Dislike:  1  0





37.

38. **Valinda Jockinsen says:**

[July 26, 2012 at 9:49 pm](#)

Been here before. It's very frustrating and just like any abuse people don't feel that others will believe them or understand. I have been looking for a job after 20 years of being in the same field but only to be turned down because I can't get a letter from my past administrator. It's real depressing.

Like or Dislike:  0  0

39. **Carolyn says:**

[July 26, 2012 at 10:07 pm](#)

This article hits home with me big-time. Much of what has been described by other teachers happened to me this past school year. I have documented a lot of what went on and had also used a tape recorder in my pocket when having any conversation with anyone. I was forced to either retire, quit or be terminated. I choose to retire. Now I am trying to find another position in another district in another State. It's not easy.

I have talked to a couple of attorneys who have told me, I have a case but their case load is too heavy to take the case. My pastor told me that was their way of telling me the case would be long and complicated.

What can we do as a group of teachers nation-wide to put a stop to the bullying, harassment and the creating of hostile work environments in the school by administration of the school and those in District Offices who condone these types of situations occurring in the schools. The children are the ones who ultimately suffer.

I am willing to stand up and be counted along with others to whom this has happened to. How do we begin? I believe that together we can fight the bullying, etc.... A group united will win. When administrators instruct other teachers and staff not to talk with us, or else, you know what happens to that person's teaching and what happens to the morale at the school of the staff. It happened to me, only one teacher at the end of the school year came and wished me well and that teacher made sure no one else was around when he did so.... I taught at another school, everything was fine at that school but they couldn't keep me they said because District said they couldn't.

HELP! let's join together and put an end to bullying, etc...

Like or Dislike:  0  0

40.



41. **Karen Horwitz says:**

[July 26, 2012 at 10:09 pm](#)

Our organization, NAPTA, National Association for the Prevention of Teacher Abuse, has been trying to expose this covert practice of harassing and disposing of dedicated teachers for over a decade since it is the primary reason our schools are failing. It is one of the tools EducRAT\$ use to maintain their agenda of ravaging our schools in pursuit of money and power. I wrote a book, White Chalk Crime: The REAL Reason Schools Fail, where this game of organized crime is detailed. Making sure teachers who care about children are left powerless is one of their primary objectives since dedicated teachers will always report anyone who might harm children. We hope you will come to our website and join us as we need numbers to force the media to report the hands that feed them.

Like or Dislike: 0 0

42. Comments

223 Responses to “Bullying of Teachers Pervasive in Many Schools”



1.

2. **JC says:**

[July 26, 2012 at 12:21 pm](#)

I have been a victim of bullying for the last four years in my job as a teacher in a rural school. My personality and my teaching style is not conservative, but it is one that embraces new research and new methods of reaching every student. I have lived in my town – off and on – for 40 years. Our district is a consolidation of many small towns so that the town in which I teach is not the town in which I grew up and now live. My principal for some reason targeted me. She began four years ago and, thankfully, she used the position only to pad her retirement which was at the end of this last year. But the bullying did not start there. When I first came to this school under different leadership, that principal was open to and encouraged new ways of teaching/learning. She loved the innovative projects I brought with me. However, my cohorts were not equally thrilled. Even though this principal backed me, the twisted grapevine of the community was poisoned until my own roots in education withered and died. I feel like I have died inside. Everything I do in my classroom is scrutinized by...someone – I am pretty sure I know who it is. But without direct evidence, I do not wish to point an exacting finger at any one person. I do know that this individual has a complete hold in the community – one of power and control. She also has power and control in the school. Together, those two areas have not allowed me to remain a competent and excellent teacher. Everything I did in my classroom was immediately reported to any parent that would listen. Parents would write letters indicating

they did not want their student reading certain texts. Worse yet, students would indicate what I was doing wrong in the classroom. Comments such as, “You’re not supposed to do that.” When asked what I was not supposed to do, the student would explicitly state to me – USING TERMINOLOGY DIRECTLY FROM THE TEACHER EVALUATION INSTRUMENT OR, AT THE TIME OF STATE TESTING, SOME INSIGNIFICANT MINOR DISCREPANCY IN A RULE THAT ONLY A TEACHER WOULD KNOW! I was aghast at the daily ‘picking on’ me that made each class period excruciatingly painful. I am cautiously optimistic this year because we have a new principal. However, she asked me to meet with her this week which I did – and it seemed that every statement I made ended up with words put into my mouth. I did end up reflecting on our meeting and sent a positively worded email summing up our meeting and clarifying anything I said with additional positive notes. I am learning to CYA through technology and this year, I will be video recording many of my lessons – since the new teacher evaluation instrument will require us to do so – and since so many students are absent.

Well-loved. Like or Dislike:  32  2



3.

4. **Kim Werner says:**

[July 26, 2012 at 12:25 pm](#)

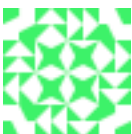
OK targets—and you will not want to hear this—you are pretty much on your own. Here’s what I did . I took a medical leave. I knew I had to get out. I turned my principal in for bullying. I used my district’s generic reporting form; the form students use to report other students. My district, per its own policy, then had to start an investigation. It’s no surprise and in spite of documented evidence of lies and falsehoods using my name, the report was, in the end, “unfounded.”

So, I recommend—if your life is unbearable at your school—that you consider doing the same. It’s better to take action first and not wait until the inevitable documentation against you. Then you will be perceived as reactionary.

I am grateful we are all communicating on this issue! Sometimes when we are in the midst of the horror we feel alone. We are not.

Kim

Well-loved. Like or Dislike:  49  4



5.

6. **Jon says:**

[July 26, 2012 at 12:29 pm](#)

The problem with administrative abuse of authority/power has drawn a great deal of attention in the Patrick County Public Schools of late. In June of this year the County's Board of Supervisors announced that they have launched an investigation into this matter; as it pertains to widespread attempts by administrators to intimidate teachers to change student grades.

Well-loved. Like or Dislike:  28  0



7.

8. **Roberta Laguna says:**

[July 26, 2012 at 1:11 pm](#)

What about student mistreatment of teachers? Referrals often don't seem to merit attention that leads to behavior change.

Well-loved. Like or Dislike:  35  0



9.

10. **Can't give you my name says:**

[July 26, 2012 at 1:12 pm](#)

I wish I felt safe enough to put my name on this comment, but I've been bullied so severely this past school year that I too suffered health problems, required medications and therapy. My principal is not a "pal". He's a mirco-manager, control freak who seems to thrive on creating stress and drama. I was teaching intervention math classes at a middle school in a 'good-ole-boys' district. He started bullying me with unrealistic expectations for my students. I was supposed to magically turn all my students into benchmark, well behaved students by winter break. Only 9 of my 120 students had ever passed the MSP and all of them struggled with math. Many students had 504s and IEPs, had trouble with reading, attendance issues, and behavior problems. The concentration of these issues made my job extremely difficult from the beginning. He was critical at every turn. He said I needed to enlist help from my team and from him, but when I asked for help, he used it against me. He yelled at me because I had spoke up at a math team meeting about my frustrations, he wasn't even at the meeting. I have great experiences from other school districts and other fellow teachers. My parents appreciate me and my students' scores show tremendous growth at the end of the year. No one else has ever complained about me before. Despite my excellent history, this man nearly broke me. He informed me that I

would be on an “informal plan of improvement” the following year (no due process). I was unable to sleep at night, worried all the time that he would pop into my classroom and pick me apart, I had chest pains and panic attacks, my blood pressure went up by 30% during the school year. I used up all my sick leave due to medical issues. I was afraid to go to school. My doctor finally ordered me to rest at home for a full week and I started emotional therapy and anti-depression meds.

I had support from my union, but it didn't really seem like they had any real power. This man had a history of bullying teachers and was sued the previous year by a teacher who ended up with a heart condition. Everything was hushed and they settled out of court. Every year the staff rate our administration poorly and the superintendent says he is on an improvement plan, but he still gets away with it.

With the economy the way it is, we can't always change schools. Jobs are very hard to come by. I was fortunate to find a better school, with a terrific principal. But the scars are still there. I still get ill when I think about my 2 year under this horrible bully.

Why is it so hard to get rid of bad principals?

Well-loved. Like or Dislike:  45  1



11.

12. **Ciara says:**

[July 26, 2012 at 1:21 pm](#)

I have been bullied for three of the four years I have been teaching. I was targeted by the principal my second year because she did not want me at that school. I was under a 2 year contract and had to stay another year. I left that school but all of the negative evaluations and feedback followed me, as principals talk to one another. The third year the Principal was trying to get me to resign all year. I was assaulted by a student and I was made to feel like I was in the wrong. He told me I was an awful teacher and selfish for not resigning when I expressed some concerns. I started having panic attacks and the principal said it was unsafe for me to be in the classroom because when I had a panic attack I was not mentally present. I eventually had a nervous breakdown and went on medical leave for 5 months. When I came back he spent the entire time I was gone trying to build a case to get me fired. He had a bunch of letters from students, parents, etc. (solicited I'm sure). He tried to say I said I was suicidal and all sorts of stuff. I will be at a different school next year but my confidence and self esteem are so low that I feel hopeless for being able to have a successful teaching career. I have been looking to change careers but in the current economy have not been successful. I feel like I am stuck. A bad principal, especially early on in your teaching career can ruin your entire life.

Well-loved. Like or Dislike:  26  0





13.

14. **I can not give my name... says:**

[July 26, 2012 at 2:14 pm](#)

I find it disturbing, yet encouraging that there is over 150+ replies to this bullying concern, and that it is listed as one of the “most popular.” Has anyone heard of a law under; Defamation, Libel and Slander Law?
Isn't there bullying in the workplace policies in other institutions?

Well-loved. Like or Dislike:  7  0



15.

16. **I, too, cannot use my name says:**

[July 26, 2012 at 3:09 pm](#)

I am constantly tormented by teachers who have labeled me as a “threat” to their classroom if I co-teach with them because I “have too many resources and am too knowledgeable” and they believe I will “take over their classroom.” They said these things to my superiors who moved me 7 times until they found a fit for me. Those 7 years were horrid – including the time they paid a male substitute to dress up like me (I am female) and imitate me in front of my students. The next day, when I came back, my students cried and begged me to never leave again. All I know is – when it starts- you have to hold your head up, take a deep breath, keep to yourself, and give your all to your students while praying you survive.

Well-loved. Like or Dislike:  18  0





17.

18. **[Too Nice to be a teacher](#) says:**

[July 26, 2012 at 3:40 pm](#)

I feel as if I am re-reading my story several times. My ex-principal is definitely a bully. Her motto – fake it till you make it. She may think this works but when she screams and yells at teachers and students and then tries to act nice – no one trusts her. She truly feels that she can tell a new reading teacher that if this

teacher doesn't do well on the state tests, it will reflect poorly on the principal. That is all she really cares about – herself. Due to a horrendous last year where I was working towards completion of a masters degree, a student passed away, a relative came down with incurable cancer, etc., I also had panic attacks and eventually ended up in the ER. I used my sick leave to do outpatient therapy and was advised by the therapists that this definitely was under the umbrella of the Family Medical Leave Act. What triggered this was a team meeting regarding RTI. Our school does not have a correct process for this and just threw something together this last year. I felt that anything I suggested was ignored (not for the first time) and she couldn't understand why the team was taking too long to talk about this and why two of the IEP students would go to other teachers at this time because they were higher functioning and the rest were at much lower ability levels. I was so tired of the lack of support from her (i.e one aide for 30 minutes a day until I complained and then I got another aide for another 30 minutes while the other special educators had aides throughout the day) What really upset me was when I had to take the week before the state test because my father (who was a day's drive away) was dying she told me that it was "poor timing"! Then to kick me while I'm down, the night of the March Board meeting after school, she told me I was not going to be re-hired for the next year because I had been having "issues". I have applied for many positions and felt good vibes during the interview only to not get the job. I can't help but feel that when they contact my former school that they are told that I am not subject for re-hire. I did ask my principal "What do you want from me?" and she wouldn't respond. She is so busy proving she can make it and be better than the two male principals in our system (she really puts on of these principals down) that she has lost all empathy or sympathy for others. I am not sure she has ever been empathetic towards others. So, here I am – unemployed with a black mark against me – all because I cared too much about how my students were getting the shaft in this district.

Well-loved. Like or Dislike:  9  0





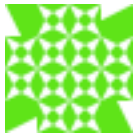
19.

20. **Can't give my name 3 says:**

[July 26, 2012 at 4:05 pm](#)

I too know a teacher that is terrified to give her name. I have been under the thumb of an abusive principal for 2 years. She has been written up for making faces, calling names, sighing, and many others just as ridiculous and unfounded. It is to the point that she is being treated for PTSD. Why can't we just be there for the best for our students? Why can't we put the most important resource America has first our students not our ego. Believe me she is a good teacher, her students learn her principal bullies.

Well-loved. Like or Dislike:  9  0



21.

22. **Jennifer says:**

[July 26, 2012 at 4:14 pm](#)

I too was a victim of school bullying by a co-worker at first. She would call me out in front of my students because I wasn't doing things her way. I then confronted my admin. about it and they encouraged me to talk to her. They also told me that this particular teacher was difficult to get along with, and that they would support me. I confronted her and told her that I felt she was being unprofessional, she agreed and promised she wouldn't do it again. When I asked her why she treated me so poorly she flat out told me that she just didnt like me. I told her I was sorry to hear that but I agreed to be civil and professional to her. From that point on, she never said anything to my face but would trash talk me to parents during conferences , other teachers, and even the admin. She would tell everyone that I didn't know what I was doing and that I wasn't teaching the standards and that my students wouldn't pass their state tests. I had a few teachers in the school that felt sorry for me and would give me a heads up about what she was saying or what they overheard. One even informed me about a specific parent that this teacher bully convinced that I was a bad teacher. Sure enough this parent sent me an email the next day demanding a conference, even though her child was doing great and lovedy class. At the conference she kept askinge why I didn't teach like the other teacher and I've always learned that the one shoe fits all approach doesn't work and that's why my methods vary. I could tell she left disappointed bc she had nothing to really throw against me and was obviously misinformed. Then my principal out if the blue cane in almost everyday at different times if day to observe me which he didn't do to any of the other new to the school teachers. He started demanding lesson plans as well and would nitpick everything I did. It was getting to be too much I started to believe my bullies lies that maybe I was doing something wrong. I stated to get very depressed as well and had suicidal thoughts. I ended up going on medical leave due to the mental duress and transferred to a whole new county the next year. I found out later that this teacher bully had driven out 3 other teachers before me and it makes me sick that the admin. did nothing about it. Many parents sent me letters and gifts begging me to stay and said I was their child's favorite teacher, not to mention all of my students passed their state tests. I'm happy to say that now, while I make less money as I'm in a smaller less affluent county , I'm in a county in which I feel valued and appreciated. What a difference a great administration can make.

Well-loved. Like or Dislike:  14  0





23.

24. **DTeacher says:**

[July 26, 2012 at 4:28 pm](#)

I had a terrible principal who not only forced me out of a job but also did it to many other people over the 5 or so years she has been there. This nonsense is still taking place to my understanding. Every year at least 20 teachers either leave or are force out. This is happening in Montgomery County Maryland which is SUPPOSED to be such a great district with and exceptional image. Her name is Virginia De Los Santos and she is the one that needs to be fired or forced out of her position. Mont. Co. knows full well that she is a true bully but no one seems to be able to do anything. This women is ignorant and cannot even speak properly. She once admitted, while attempting in vain to read a prepared speech, that she really wasn't good at reading things aloud! We must figure out how to get rid of these people with so much power that can ruin or at least jeopardize your career. Take care everyone!

Well-loved. Like or Dislike:  9  0



25.

26. **name withheld due to settlement says:**

[July 26, 2012 at 4:29 pm](#)

Bullies sometimes become so aggressive they forget that in addition to the support unions still provide us we all have some protection under regulations enforced by the Department of Labor, the Equal Employment Opportunity Commission, and the various state commissions that enforce the laws and regulations.

When the bullies abrogate your rights under FMLA, begin harassing you due to age, race, gender, and other aspects, etc. you should be aware of your rights and report the bullying supervisors to the proper agencies.

I speak from experience when I say that I would have preferred never to have been bullied, but that once bullied it was worth fighting back.

Well-loved. Like or Dislike:  12  0



27.

28. **j leonard says:**

[July 26, 2012 at 4:30 pm](#)

I had a nervous breakdown and had to leave my HS math teaching job after my peers lied to the administration and the administration came down hard on me. It is really sad. During parent teacher conferences, many of the parents said "finally, a good teacher and they will make sure you leave soon." Even the parents knew how it worked. A good teacher comes in making the seasoned teachers look bad and the staff bullies the new teacher until he/she is forced to leave. I feel bad for the students!

Well-loved. Like or Dislike:  10  0





29.

30. **Roger Moore says:**

[July 26, 2012 at 4:32 pm](#)

I also have experienced this in Broward County, I wonder how many others. The big districts just try to sweep everything under the rug and there is little to no oversight of the Principals unless there is a complaint. Take into consideration that most of these people got their jobs because of who they know, not what they know. How can there be so many incompetent principals? The private sector would never allow this nonsense. The low-performing principals want to blame everything on the teachers, when the leadership is the real problem. If we lose a war overseas, we don't blame the soldiers do we?

Well-loved. Like or Dislike:  9  0



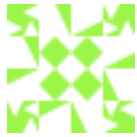
31.

32. **Mike Nicholson says:**

[July 26, 2012 at 4:33 pm](#)

This article and the comments related to it mirror my experience during the last three years of my teaching career. I was attacked and bullied by a new Principal and Vice-Principal after an administrative change, parents upset with their children's grades in a few of my AP classes, and, sadly, by the chair of my department who called me fascist, f/@'ing fascist, or f/@'ing fascist Christian. It became a hostile work environment that I dreaded to walk into. And, unfortunately, it was a situation that my local and state union had little power or desire to challenge. I suspect my story, and the others in this column that I've read, are far more common than any of us would like to acknowledge.

Well-loved. Like or Dislike:  12  0





33.

34. **Janis says:**

[July 26, 2012 at 4:34 pm](#)

Three years ago I got a non-re- elect due to being bullied. The bullying still continues by this adminstrator to this day. He has contacted other school districts to advise them not to hire me. He has told lies about me to the school board and other districts. I have lost my job, my career, my retirement. I will never be able to fully retire as I was unable to build up my retirement to a liveable level. I am now 62.

Well-loved. Like or Dislike:  9  0



35.

36. **Rather not say says:**

[July 26, 2012 at 4:38 pm](#)

In one way it is nice to know I am not alone, but it is incredibly sad to think educators are being targeted. It is not enough we don't make great amounts of money considering we are educating our future. I too went out on medical leave this past Spring. I am still uncertain as to my plans for the fall. I am afraid to quit, but more afraid to return. It was hell.

Well-loved. Like or Dislike:  11  0



37.

38. **Catherine says:**

[July 26, 2012 at 4:39 pm](#)

I can't believe someone finally had the nerve to actually write about this topic. It is very true. I have seen it happen. It is so cruel. You think it's bad in the public schools, look into the charter schools. They can do anything they want. They can fire you for no reason at all. I had a twelve year career in the field and questioned a couple of things that I knew were going on in the school that were both against the law and unethical. I was hoping to help make the changes for the sake of the kids. The "principal" wasn't even a certified principal and I was! They promised

me the moon and instead stabbed me in the back after I did a ton of clean up work for them. They did not offer me a contract, told me "It just wasn't a good fir." Really? I don't think so. Dirty politics, very dirty. After being denied a contract, I was not able to even get an interview anywhere else to get another job; my career in the field was stolen from me. I have an attorney and am going to do all I can. Interesting how the principals can regularly evaluate the teachers, but the teachers can't regularly evaluate the principals. Hmm. If they could, it sure would weed out those terrible principals who are nothing but power hungry bullies. We are not chess pawns in a game, we are educated people with families! If anyone wants to talk to me, I will be glad to talk to you. My career may have been stolen from me, but there are countless teachers out there who I don't want to go through what I went through. I would like to support them.

Well-loved. Like or Dislike:  16  0





39.

40. **Catherine says:**

[July 26, 2012 at 4:42 pm](#)

"I wasn't a good fit," not fir, excuse me. I was a bit angry while typing about the subject...

Well-loved. Like or Dislike:  6  0





41.

42. **withheld for my safety says:**

[July 26, 2012 at 4:45 pm](#)

Several teachers in our building are under constant bullying and harrassment from our "new" principal. He has been here 1 year since the last principal was non-renewed by our bullying superintendant. His only job requirement is to drive off all of the supporters of the last principal. Last year during the school year he got rid of a teacher, an assistant principal and our only school counselor. If you want out you are required to leave the district as he has poisoned the water here.

Well-loved. Like or Dislike:  9  0



43.

44. **jakeus I says:**

[July 26, 2012 at 4:45 pm](#)



Parents are expecting teachers to raise their kids. Admin is expecting teachers to discipline students. Both expect us to make kids want to learn.

Parents, raise your own kids.

Admin, let me teach but actually punishing jerk kids.

Both of you... I love the material, spreading knowledge, and the joy that knowledge brings. That joy rubs off on others, but I refuse to beg a plead with a kid who doesn't care about their own future.

I will teach, and I will do it damn well, but if your kid comes into my room thinking I'm going to do all the work. Ha. Buckle up and learn kid, or GTFO of my classroom.

Well-loved. Like or Dislike:  9  0



45.

46. **[Michael Witmer](#) says:**

[July 26, 2012 at 4:48 pm](#)

I am two years retired, so I can speak my mind and include my name. From my 30 years experience I will just say this: I have had administrators—from assistant principal to superintendent, all in the same district—who probably were total sociopaths; the bottom line is that although “we are all in education together,” some administrators are arrogant, condescending career-climbers, who will unscrupulously step on teachers for their own personal gain—and sadly they have the position/power to do it; they lie through their teeth and they all stick together; then at teacher contract negotiations they play “hide the money” to subsequently reward themselves, while the public decries “those greedy teachers!” To all my professional colleagues who are still out there working with students and toward retirement: PLEASE BEWARE!

Well-loved. Like or Dislike:  18  0





47.

48. **Catherine says:**

[July 26, 2012 at 4:50 pm](#)

"Rather not say," don't you think it is wrong that you have to hide your first name. TRUST me, don't go back, it will only get worse. Resign to stay home a while to be with your new baby. No one on earth can fault you for that. Then, once you are ready to return, you may be blessed enough to get into a school with a wonderful principal! Think about this too. The biggest bullies seem to be in some of the worst schools. They are under pressure from the top to increase test scores or bust. They have to report why they think test scores went down or did not improve enough. Therefore, they need a target, a whipping boy. By having a couple targets, they buy time for themselves and miss the bullet headed toward them. It's all about money. Point the finger to someone else to keep your job, your money in your pocket. I get it, but the people at the top don't. They seem to think that once you are a principal, you are God, your word is the law, you know best, you are the expert. But, in reality, those bad principals many times only had political favor, they weren't the best or the most qualified for the job. Hold your head up. Use that golden ticket you are holding, and don't go back. Once you are gone, they will find someone else to blame things on when the test scores don't change.

Well-loved. Like or Dislike:  7  0





49.

50. **Deborah says:**

[July 26, 2012 at 4:50 pm](#)

I taught for 30 years in Alabama, and I only worked for 1 principal who did not bully me and the other educator. I have an Ed.S. in Instructional Leadership, and I know this type of behavior is not being taught in institutions of higher learning. Learning communities, reducing teacher isolation, and other strategies are taught; however, none of these will have an impact on education until administrators stop bullying teachers. The last principal I worked for was wonderful for the first two years; because, she had just come from the classroom. However, the longer she was an administrator the worse she became. The last year she was there she allowed the secretary and another teacher to slander me to all the other employees. This principal knew what they were doing and allowed it; she was even part of it. Thankfully, I had my time in and I could retire. Schools are not learning communities, they are dictatorships for the most part.

Well-loved. Like or Dislike:  8  0



51.

52. **MM says:**

[July 26, 2012 at 4:50 pm](#)

I am a School Psychologist who has been bullied for the past 4+ years in a NYC public school. The bullying began after I reported a problem with the services that special education children in my school were receiving. Then, two years later, the principal released a confidential report with my name on it, effectively putting my safety at risk. When that was reported, he stepped up his bullying and enlisted the Assistant Principal and a teacher to assist with his retaliation. I received an unprecedented six letters to my file in one year. I have been unable to transfer to another school because he gave me unsatisfactory performance ratings for two years in a row (this, after I had maintained satisfactory work performance for eighteen years prior to his tenure at the school). This year it became clear that he was going to try to have me terminated. The situation became so bad that my mental and physical health suffered and I had to take a medical leave. Now, I am dreading the possibility of returning to that school in September.

The principal has accused me of noncompliance, lying, poor relationships with my peers, and refusal to follow his arbitrary protocols, while also saying that he had no problem with my work as a psychologist. I have been micromanaged, my work hours were extended, and my office was moved to a closet in the corner of the building's third floor and away from my family assistant. My union has filed a harassment complaint, as well as appeals regarding my performance ratings, but there has been no resolution. I feel so frustrated. I have even tried to get legal assistance on my own, but several attorneys have told me that there is nothing they can do until all of the efforts of the union are exhausted. The problem is that the city slows the process to a crawl and in the meantime, I have to continue working in a hostile environment.

I was so happy to see this article because I decided that since I am not able to receive adequate help from others, I have to do something to help myself. I intend to let as many people as I can know about this hidden menace in the educational system throughout the country. We hear so much about bullying and its effects on children. But no one is willing to speak up about what happens to adults in the workplace when they are bullied and have no legal recourse. We need to stand together to fight this epidemic.

Well-loved. Like or Dislike:  12  0





53.

54. **OlanaDL says:**

[July 26, 2012 at 4:59 pm](#)

Interesting to find this article on the NEA website. The Massachusetts Teachers Association has been complicit with anti-teacher groups (such as Stand for Children) in crafting a change in the teacher evaluation standards. In essence, this change renders useless the seniority language found in most contracts and further facilitates the abuse of power by building and district administrators who will view this change as a manifesto to bully with impunity.

Well-loved. Like or Dislike:  8  1



55.


56. **Deborah says:**

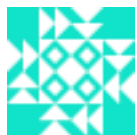
[July 26, 2012 at 5:01 pm](#)

I want to add an addendum, bullying will not get better until some teacher sues the school district and wins. However, federal investigations will have to be done also. As long as the current atmosphere remains there will be no change.

Let me offer a strategy. I had one principal who talked so ugly to me and the other teachers. When I called for a meeting with the superintendent, he said that I was not telling the truth. The superintendent believed him of course. After that, I began carrying a small personal tape recorder with me. Every time he came up to speak to me I turned it on. It is legal in Alabama to record a conversation, as long as you are part of it, without the other person's consent. He never talked ugly to me again!! LOL

I hate that I had to retire, finally, this is the first fall in 30 years that I will not be going back to school. It makes me so sad, but I will find something else to do. My will to teach in K-12 is gone, beaten out of me by bullying administrators.

Well-loved. Like or Dislike:  8  0





57.

58. **Mia says:**

[July 26, 2012 at 5:01 pm](#)

Every single day in our jobs, administrators completely abuse their authority. They have their favorites and will do whatever it takes to get rid of those that they do not like. It is a pathetic display of narcissism, particularly when we have to listen to people that have not ever done our jobs or don't understand our jobs and the demands today. If you want a perfect example of nepotist, just visit any public school district and you will see husbands, wives, friends getting the job. Not the best choices for the children, but then again, does anyone know of an

administrator that will put children first? If you do, please let me know.

Well-loved. Like or Dislike:  8  0





59.

60. **MLR says:**

[July 26, 2012 at 5:21 pm](#)

I thought I was part of a small minority. As a former special educator from Salem Va, I know too well the environment a micro-managing and incompetent administrator can cause. I was told that because the schedule she devised for me did not allow a lunch break that I would be able to lose a lot of weight that year. This was the 2nd day of school. When I called her on that comment she began pulling my assistants and speaking with them. She interrupted my classroom and would attempt to take over. I was teaching students with Autism that did not react well to changes. She put my one of my nonverbal students into silent lunch. His peers thought that was funny. She did that again with another student. The next year she gave me many improvement goals and had very little positive to say. Outsiders would come in and tell admin (including her) how impressed they were. That did not do any good. The parents were very upset when I resigned after she threatened my job in March of this year. I resigned so I would be able to get another position. Oddly, some in the division were very helpful in helping me obtain another teaching position. I was one of several complaining about being bullied by this administrator. She has many years in the division and lives in Salem. This apparently gives her permission to run her building into the ground. It is unfortunate that Virginia is a right to work state and the union has very little power. Most of this bullying is verbal and it ends up our words against theirs. You would think there would be power in numbers. When several people complain, some action should be taken.

Well-loved. Like or Dislike:  6  0



61.

62. **name withheld due to settlement says:**

[July 26, 2012 at 5:22 pm](#)

To Deborah 5:01 pm—

Suing the school is sometimes a good idea, but it will not stop general bullying, only that one instance. But remember that schools are not profitable corporations... there is no Erin Brockovich pot of gold at the end of a toxic

rainbow here.



Filing a complaint with EEOC or the Department of Labor about matters not covered in the contract under which you are employed will set in motion (very slow motion) an attempt by state or federal investigators to assess your complaint then perhaps begin an investigation. This is a good thing to do to let your administrator know you are serious about fighting back. When you file this, the school districts lawyers will swing into action and start costing the district money.

Eventually under this process the agency will ask you to provide evidence and if the evidence is credible and meaningful then to mediate your complaint. The district's lawyers will challenge your evidence and use whatever paper trail the administrators have gathered or fabricated to challenge you.

Lawyers will file suits when a complaint has substance and good evidence IF YOU PAY THEM or on a contingency basis IF they see money in your case. For there to be money in a lawsuit, one must suffer monetary damages (losing your job) or documented emotional/physical distress (medical bills).

If successful the end result for most cases that have merit and been argued well will most likely be a settlement that cannot be disclosed that has been paid by the insurance company from which most school districts purchase policies protecting themselves.

Lawsuits are not won—generally speaking—in the public eye. Forget about public vindication.

Well-loved. Like or Dislike:  5  0



63.



64. **MoBOE says:**

[July 26, 2012 at 5:23 pm](#)

As a school board member I am so frustrated when I hear these stories. Our district had a similar issue with a principal which was compounded by the fact she was “good” friends with the superintendent. Teachers were terrified to speak of the issues because of the retaliation that occurred. Other board members looked at me as a troublemaker when I sided with teachers and parents in this issue. When I encouraged teachers to fill out their anonymous surveys with the stories of these problems, the results were kept from the board. Several board members finally began to listen and put pressure on our superintendent to make changes. He showed his true colors and took the first job he could find. A year later our next super finally stood up and made the changes needed.

I truly feel so sorry for those in this position. While boards and administration may deny it, this type of bullying can be a major problem and does occur. For those who may be suffering from this I hope you can find an administrator or board member you can confide in. Sometimes you have to forget about the “chain of

command". Educating children today is difficult enough without worrying about needless pressure from your boss. I wish those of you suffering through this the best of luck.

Well-loved. Like or Dislike:  8  0



65.

66. **Lou4You says:**

[July 26, 2012 at 5:30 pm](#)

I definitely agree and feel for the other teachers that have responded here. In my first year, my dept. chair took it upon herself to make my life a living hell in the second semester. I had asked her "What do I need to do to get re-hired?" She said I needed to follow what she was doing "lock-step". While I did some things that sabotaged me, I still have to say that she was overzealous in her duties. She upstaged me at one point in a fourth period class, made me meet with her on a daily basis to go over my lesson plans, and had me take away my vocab. tests. These were actually helping kids learn the Spanish vocabulary in each chapter!! Her teaching methods were drastically different from mine, so in essence, it was hard to do what she was doing on a regular basis. Finally I got up the nerve to talk to a VP. I thought he was going to be supportive.

In some ways he was, but even in mediation, she kept telling him "the kids are not going to be ready for next year" if I kept doing what I was doing. Meanwhile she was fielding parent complaints, documenting everything, and getting ready to influence the interim principal to not re-hire me. She indeed was successful in doing this, unfortunately. I did talk to my Union Rep., but by then it was too late. I was told at the end of the year that I was being forced to resign, and that my issues went before the board. Very heartless and rude Dept. Chair. And as it turned out, she had a big hand in the non-rehiring of many other teachers, alongside with her friend in the dept.. She did almost all she could to sabotage me, and she succeeded. I was very resentful for quite some time towards her after that year. The following year I got hired in a different county and area. That year did not work out, as my teach. career also did not work out. But then, at least I could see that I had given up on teaching full-time. This gave me some PTSD and major anxiety and depression issues.

This is all to say that bullying does not just stop because you're not in school anymore. People do sabotage other people intentionally, and sometimes it is merely due to a petty feeling or something you say wrong that makes them dislike you. At a time when we need new and great teachers, the incumbents and sometimes admins. are very resistant to change. It is no wonder then that many people stay out of the field, or leave within the first three years. So if you're new: WATCH OUT! And be careful of what you say. You can be fired or non-rehired very easily, w/out tenure on your side.

Like or Dislike:  2  0



67.

68. **M says:**

[July 26, 2012 at 5:50 pm](#)



The real problem is that principals alone are given evaluative power over teachers, and new teachers do not even have recourse to the union (although they pay dues) because they are still without tenure and can be let go for whatever whim occurs to the principal.

I have been let go because the principal's wife, who was employed in the building, did not like me for jealousy or whatever reason. Also, I professionally and courteously disciplined their son who was bullying others in my classroom. I have been treated harshly and unjustly by principals, who relished the chance to "get back" at me, because I was smarter, or healthier, or more content, or a combination of these.

Principals spend basically zero time in our classrooms, but are given the right to decide our fates. Their decisions haunt us as we must continue to use them as professional references. How many good, creative, fun, intelligent teachers have been overthrown and discouraged out of teaching by an egotistical principal? We need to rethink the design of evaluation in schools, and student and parents should have at least as much say as a principal who looks in once or twice a year.

I am not the type of person who complains about my coworkers, but principals listen to the complaints of those who love to complain and make decisions based on that. They keep teachers who cozy up to the complainers. They discard the honorable, hard working professionals who care. I have seen this in Washington State, Wisconsin, Michigan, and Idaho.

By the way, I believe there is a mistake in the first paragraph of the article, as 25 percent is less than one third.

Well-loved. Like or Dislike:  4  0





69.

70. **Anonymous says:**

[July 26, 2012 at 5:58 pm](#)

I was bullied on the job by administrators, a woman old enough to be my GRANDMA and her clique of queen bees who were MY AGE! It was traumatizing. I couldn't trust any adult because they were buddies with either the

administrator, queen bee, the granny colleague or other people who just seemed to be out to get me. The kids made my days worthwhile— they were the ONLY ones (apart from the parents) who gave me positive feedback, according to the kids I was a great teacher— they told me out of the goodness of their pure hearts often through giving me cards and notes and smiles of gratitude and they even told me how they love learning. But the administrators never saw this and if they did they refused to acknowledge it. In the boss's book, I could do NOTHING RIGHT, NOTHING! She HATED me and I never found out why she did and if she hated me so much (which she did) why didn't she just FIRE me— a nice clean cut from work instead of fabricating lies to give me the most disgraceful kick out of the door of education ever? As you can see, I'm still upset about this but I'm getting over it. I know what it's like to be driven out of the education career field. Luckily, I have other career options. Thank God!

Like or Dislike:  3  0





71.

72. **Ann Morgan says:**

[July 26, 2012 at 6:25 pm](#)

I have been bullied by both my principal and superintendent. I work for the Broward County Schools. I have been placed in a warehouse and have to undergo depositions and go before an administrative law judge for no valid reason. I was removed from my classroom in April 2012. I filed a bullying complaint with the EEO and they did nothing about it. What do they do, promote my principal and give him an executive position.

Like or Dislike:  2  0



73.

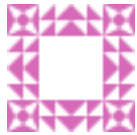
74. **T.D. Gutierrez says:**

[July 26, 2012 at 6:27 pm](#)

Although there is no definite way to prove it, I, too, have felt as though intimidation has come into play by at least two of the principals I have worked under and one assistant principal. My first year to teach, my principal, who was black, accused me of being racist! But when I asked him what his reasons were, his only comment to me was that he had heard it from some of my students, but yet would give me no specifics. I called his bluff when I informed him that it would be very difficult for me to be racist since both of my grandsons are black. This seemed to shut him up for a while; but on my yearly evaluation, he told me I was weak and needed some extra guidance, which I never received. When I used a

PG13 rated movie to tie perception into the curriculum I wrote, he accused me of using an R-rated movie because he heard the word "shit" in the movie. My retort to him was if that is the worse my students heard while walking across campus, we were doing good. My new principal, who is respected by some but not all, became irritated with me because I hold my students accountable for their actions, or inactions as the case may be, and failed a senior with a grade of 62. I was "encouraged" to change the grade to passing but refused to do so. All of a sudden, I am no longer teaching what I have taught for six years but a new and challenging course! I love teaching, but the games that administration plays with the teachers is taking its toll on not only those of us who love our profession, but the students as well.

Like or Dislike:  2  0



75.

76. **Phoenix says:**

[July 26, 2012 at 6:28 pm](#)

I am so relieved to see that i wasn't the only one that has suffered bullying by administrators. I lost a career, 12 years of sacrifice and work to get a teaching credential by the efforts of ONE vindictive adminstrater who chose to believe all the lies that jealous co-workers spread. I was basically set up to fail.. given all the districts major behaviour problems in a severely handicapped class, then not allowed to have consistent aides,, which i was required to have two, I was lucky to have one. My second evaluation was engineered to have me fail.

As a result i got a non-elect which made me ineligible to be rehired in that district and being a small town most likely in the other two. I was dropped out of the last year of a 3 year credential program TWO months to graduation, a program I had a 3.5 plus out of 4 gpa and perfect practicum scores until that last year when all of a sudden I FAILED practicum? All started when i refused to go to a different grade level and school?

I moved out of state as a result,, now im trying to muster up the courage to go back in the classroom as a sub assistant, I lost my teaching career, have NO desire to go back to that even though I miss the kids. I had NO idea professionals could be so mean and vindictive. Lucky for me I got Unemployment and a small retirement but I wasn't the only one this woman bullied. The staff was considering a class action suit. I had no real legal recourse as I was an intern teacher which had NO tenure and could be laid off for looking at the principal wrong.

The set up situation I was a victim of required more then one person participating in it.

I am now dealing with PTSD from a hostile work situation,, looking at a career change in the mid 50s in a horrible economy and dealing with self esteem issue because of someone vindictive ness. Thank you for this article.

Like or Dislike:  2  0





77.

78. **Kate says:**

[July 26, 2012 at 6:28 pm](#)

Twelve years ago, many of us were bullied by a principal at a middle school in Long Beach, CA. We were yelled at in front of our classes, we were told to change grades, some teachers had their computer confiscated if they didn't change the grades, we had to submit lesson plans every week with an outrageous number of details, we were regularly reprimanded at our staff meeting... Teachers walked out on their contracts and half the teachers quit at the end of the year. Anyone who spoke up during the year was given a poor recommendation. My career was almost destroyed. Thankfully, there was a principal in a different district that gave me a "second chance", so to speak. The last 11 years have been great. I work at an amazing school in an amazing district. However, I still see the effects that the bullying had on me...each time we get a new principal, I go into a panic. It takes me forever to start trusting the new person and I hate feeling that way.

Well-loved. Like or Dislike:  4  0



79.

80. **montgomery county maryland teacher says:**

[July 26, 2012 at 6:35 pm](#)

TO MM:

There are many teachers out there who have been targeted for trying to follow the law with regard to students IEP minutes or Spec. Ed services. Apparently, the principals in this country are above the law. I know of no principal who has been fired for disregarding laws with respect to their students' IEP minutes. Their friends, up the chain, cover for them.

Meanwhile, the Department of Education and the media claim that our entire education system will become the best in the world if we just get rid of the bad teachers.

I don't want ineffective teachers in the classroom! BUT, really, there are far deeper issues that negatively impact our educational system, and it feels like those issues are completely being ignored by politicians, superintendents, media, etc.

In my humble opinion, it is the ineffective and bullying principals that need to be removed from our schools. Principal accountability must be addressed if schools are to improve. Specifically, if you have a competent and professional principal,


many issues will be resolved. For example, it has been my experience that competent principals don't allow incompetent teachers to remain in their buildings, but they don't resort to bullying either.

There is NO excuse to bully any person. It is cruel and completely unacceptable behavior.

I have been teaching for over 20 years (mostly in Title I Schools). I have worked for a few principals. The principals that I worked for who were competent, professional, kind, caring toward students, and appreciative of staff had great success in their schools. The staff was upbeat, hard working, happy, and caring, and the results, academically, were wonderful. Conversely, in the couple of schools where the principal was a bully, staff turnover was high, the environment was anxious and sad, teachers were often out on sick leave or extended medical leave while a steady stream of substitute teachers paraded through the school. AND, guess what? All of the negative and sad behavior and inconsistent behaviors by fearful adults in the building trickled down to the students. Severe issues with student bullying increased under the bully principal. The academic scores with the bully principal were not good.

I hope that the people who are reading this will take a minute to check out the "Workplace Bullying Institute" website. The Namie's, who founded this organization are nationally known and they are working to create a healthy workplace bill. They are a phenomenal resource for anyone who is being bullied. I have always loved being a teacher, but after experiencing my recent bully principal and the lack of care from our union and the bully's superiors, I would not recommend a young person to go into this profession as it is now. I love my students, and they are the reason that I am staying in this profession. However, what I see day-to-day are a lot of exhausted, sad teachers. At least half of the young teachers that come into our profession leave within the first five years. No wonder. Who wants to go into a battle everyday and then have a pile of disrespect and anger plopped on your head from the politicians and Dept of Ed.? This is what it feels like when you work for a bully.

I hope things improve. Teaching was a wonderful profession to be in, but now, I'm just doing my best to enjoy and instruct my students so that they will succeed, and I will hopefully get out of this profession in one piece when time to retire. I can't even believe what I just wrote. Sad.

Well-loved. Like or Dislike:  4  0



81.

82. **Prefer not to say for fear of repercussions says:**

[July 26, 2012 at 6:41 pm](#)

Bullying, harassment in the workplace, mobbing whatever you want to call it happens because I/we continue to allow it. Until we stand up for ourselves and

say, "No more!", it will continue to be a huge problem.

I had a principal who made me the target of mistreatment because I had submitted a grievance against him for sexual misconduct. He then did an evaluation that was unsatisfactory. I was not aware of my rights to refute his allegations. What he put in my personnel cannot be expunged even though he was demoted and soon after forced to resign his position. It's not fair, but it happened!

Like or Dislike:  2  0



83.

84. **vivi says:**

[July 26, 2012 at 6:54 pm](#)



I worked for 16 years in the same high school. Last year we had a new principal who told us during pre-planning that he was going to rule with fear. It was a horrible year and I decided after the first month that it would be my last one. I am the wife of 100% disabled OEF vet. I resigned my teaching position to take care of my husband and to try to get rid of some stress as it was unbearable.

For a month I was very sick with a cold and instead of staying in the doorway of my portable between classes, one day I stepped inside to get a Kleenex. A student came to me to ask me a question and since I was not on my porch, my principal came into my room and screamed at me in front of my students. That day, he took all away my respect and my credibility. I was humiliated and so embarrassed. I tried to stay in my little corner the entire year. In the morning when I left my husband and I would tell him I was going to HELL and that I hoped I'd make it through the year.

In all the years I have taught, I never had any problems before that bully. I am not the only one who was upset. The school lost more than 20 teachers due to retirement, transfers or resigning.

At the end of the school year, we also found out that he had affairs and promoted female teachers who slept with him. How can a man like this be allowed to work in a school system? Teachers and administrators are role models for our future generations.

Needless to say that I do not know if I will ever want to work for someone again. I am also very concerned for my friends and my students that I left behind. It all came down to a question of survival. I have to stay fit and healthy to take care of my husband.

Well-loved. Like or Dislike:  4  0




85.

86. **Can't Say says:**

[July 26, 2012 at 7:00 pm](#)

My story is similar to those here, and I too, thought I was alone. I have/had been in the teaching field for 7 years. After teaching in a district for 2 years, there was a new school opening up with a wealth of new opportunities. I was very excited to start in a pre-K through first grade building!! My principal was brand new, in her first principal-ship, and I made the mistake of asking one too many questions before school started. Apparently, this principal had the details worked out, and when I asked about a "different" way to do something, she felt like I was stepping on her toes. That was 2 school years ago. She made sure I was isolated from my colleagues, forced to workinsuring the entire school day without lunch or planning, sent questionable emails and texts to my colleagues, and pitted parents against me at every turn. I was ignored in the hallway, when talking with parents or students, and in any meetings we attended together. I felt picked on & very isolated. My stress from the school caused an 80-pound weight loss over the 2 years she "allowed" me to stay (mainly due to not getting my lunchtime because I was gently encouraged to see students during lunch hour), anxiety, depression, memory & concentratation problems, not to mention the ruining of my professional career. I was asked to resign or face non-renewal at the conclusion of the school year. I went to the union without success—I was basically told her story sounded better and I looked like I was reacting to her complaints. Because of her ties in the community, I was forced to relocate, change states, and get out of the teaching field. The parents of my students,as well as my students, we're devastated when I told them I had to leave. They were always supportive of me and my abilities, even after the principal attempted to tarnish my reputation with them.

Like or Dislike:  3  0



87.

88. **Can't Say says:**

[July 26, 2012 at 7:01 pm](#)

Anyone sucessfully sued a principal or school district and have any tips on lawsuits?

Like or Dislike:  2  0



89.

90. **montgomery county maryland teacher says:**

[July 26, 2012 at 7:36 pm](#)

To Can't Say says:

I think you should contact David Yamada, a nationally known attorney who has been working tirelessly to pass a healthy workplace bill. He is an expert in workplace abuse. He just spoke at a convention in front of education lawyers and Ed. Union officials about adult bullying in education. Perhaps, his presentation had something to do with this article. I don't exactly know. He also has a blog "Minding the Workplace" that you should read.

David Yamada's email is david_yamada@yahoo.com

Like or Dislike:  3  0



91.

92. **David says:**

[July 26, 2012 at 7:36 pm](#)

I can relate to this article- I too was bullied by a little dictator, years ago in another school district. The board office covered for the principal and his cohorts. The principal used scare tactics with students to get them to lie against teachers he did not like- I was among three such teachers. This principal is still in that school. Take it from me, it is not worth staying in such a school district. Thanks to my representative through the state division of NEA, we made them look stupid, I left on my own terms, and now am called an exemplary teacher, have won awards, and attend state events often. But at my former school in that other county, I was called a failure!

Like or Dislike:  1  0



93.

94. **Dan says:**

[July 26, 2012 at 7:38 pm](#)

While I agree with the sentiment of this story, the first three lines disturb me as it shakes our credibility. We are educators. When you say 1/3 of American workers are bullied and it's even worse among educators, 25% report being bullied.

That's 1/4. Last time I looked, 1/4 is less than 1/3. We get so worried about getting the point across, we forget to proofread and become easy fodder for our critics. Please be careful.....They ARE out to get us!

Like or Dislike:  2  0



95.

96. **Mary says:**

[July 26, 2012 at 7:46 pm](#)

I was also a victim of workplace bullying by a former principal. I had been bumped from my school to her school because of some restructuring of the classes in our district. She had not interviewed me and even though I came with glowing recommendations and reviews she was still resentful of my presence in her school. She came into my room several times to do surprise formal observations and filled them with blatant lies, such as one that I did not have a centers board in my classroom, when I clearly had a large bulletin board devoted to daily centers assignments and centers directions. I went to my union, and because my contract said that we cannot have unannounced formal observations we were able to have the observations removed from my file. The devastating part was that if she had announced her observations she could have written all the lies she wanted and we could do nothing. We cannot grieve the content of an observation whether there is a shred of truth in it or not – talk about bullying. Even though she had her hand slapped for what she did – I live in terror of the day she announces she's coming and fills the observation with enough lies to cost me my job.

Like or Dislike:  1  0



97.

98. **afraid to give name says:**

[July 26, 2012 at 7:53 pm](#)

I've worked for over 30 years in the same school district. We have a female administrator and her little cliché that bully those teachers that are not of their crowd. She has teachers spy on other teachers and keep notes on what they are doing. If you send an e-mail to any one of her group they immediately forward it on to her. Every letter, every form, every possible comment that you make will be used against you. She allows the favored ones to go to expensive workshops that are out of state, while the entire time claiming that the school could not afford inservice that the school did not provide.. It is a nasty situation. We have lost several fantastic educators because of this treatment. Unfortunately, I don't think that she would know a good teacher if one bit her on the ass.

Like or Dislike:  1  0



99.



100. **Teresa says:**

[July 26, 2012 at 7:53 pm](#)

I am so glad someone jumped on the opportunity to mention Virginia de los Santos name. I worked at that school and suffered bullying for a year and a half. All of a sudden, after working with her and her assistant principals after 5 years, all of a sudden I'm being treated like a crumbled up piece of trash that continuously gets tossed away and everything I did was wrong. Virginia would walk into my classroom and stand there with her arms crossed, a mean look on her face, then leave after about 15 mins. On the very first day of a class, she walked into my room and just stood there with a frown. I knew what I was doing, I was building relationships since it was the first day. She proceeded to come to the front of my class, had me stop doing everything, then started pointing out what I should do. I'm thinking to myself, no kidding! After she made me look like a fool in front of my students, she left. Several times she has come into my room to just stare at me with dirty looks. That's just the lighter side of her bullying. Almost everyday for a year I was called into her office to hear her accuse me of things I didn't do. Near the end of this year, they(all administrators there, Lisa N. Shorts and James Allrich, were stalking me! I even had students ask me, "why doesn't she(De Los Santos) like you?" and I would ask them why would you say something like that? The students responses would be,"because of the way she looks at you." and "we've seen her make you cry before!" I never responded to the students I would usually just shake my head in disbelief and walk away. Shorts started to do the same thing after a while. Allrich was the supervisor over several departments, including mine. Not once during the entire 5/6 years he was there with me did he ever consult with me about doing a bad job. In fact, he use to tell me I was doing a good job—always. But when Virginia would call me in to bust me out for whatever reason, Allrich would sit there and NEVER have my back. He would make up things to go along with the principal!! Those administrators at White Oak Middle School are crazy. They will blame you for something and not want to hear the truth. There is so much more that happened to me that it would be a book but unfortunately, a book with not a good ending. I have been so traumatized so bad that I would cry every morning when I woke up, I couldn't eat, I had to go to a psychiatrist, and I could do nothing such as opening mail...my bills got so far behind that my credit score went from a 780 to a 530 in know time! In fact, this week is the first week I have been able to try to start living again but like someone else commented, I'm afraid it's not over. I tried to contact lawyers to help me because of the psycological damage they did on me but know one ever responded. I missed an awful lot of work for the past two years and I think that's data enough. I use to have very good attendance. I've even had to leave work after arriving there because De Los Santos would be on

me right as I would walk in the door! One day she stepped into my face, literally a nose distance away, to tell me to do something. My students saw it and when they saw me upset later, they knew exactly why.

Right now, I'm just trying to find "me" again and I hope I do soon because this was my last year at that school and I'll be starting at a new school. I will not have the position I had while at white oak(which I do want back) but happiness is hard to have right now because of the things White Oak MS administrators have done to me. I was told in order to get justice that I would have to go through several other "hearings" through MCPS before I could actually get a lawyer and take them or just the principal to court. I just can't believe that it's okay to mess up someones mental and their life and they get to get away with it. We had 15 teachers leave this year...again! One teacher, who has taught English for over 30 years, was told she would have to teach math beginning 2012-2013...obviously, she left! Virginia de Los Santos even had other members of my department coming to me and telling me what to do...and I was the department head!!! This is not even close to the end of my story and maybe someday someone would be willing to come interview me and also help me get justice! Sorry for any misspelled words!!!

Well-loved. Like or Dislike:  4  0

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101.Comments

223 Responses to "Bullying of Teachers Pervasive in Many Schools"



1.

2. **JC says:**

[July 26, 2012 at 12:21 pm](#)

I have been a victim of bullying for the last four years in my job as a teacher in a rural school. My personality and my teaching style is not conservative, but it is one that embraces new research and new methods of reaching every student. I have lived in my town – off and on – for 40 years. Our district is a consolidation of many small towns so that the town in which I teach is not the town in which I grew up and now live. My principal for some reason targeted me. She began four years ago and, thankfully, she used the position only to pad her retirement which was at the end of this last year. But the bullying did not start there. When I first came to this school under different leadership, that principal was open to and encouraged new ways of teaching/learning. She loved the innovative projects I brought with me. However, my cohorts were not equally thrilled. Even though this principal backed me, the twisted grapevine of the community was poisoned until my own roots in education withered and died. I feel like I have died inside.

Everything I do in my classroom is scrutinized by...someone – I am pretty sure I know who it is. But without direct evidence, I do not wish to point an exacting finger at any one person. I do know that this individual has a complete hold in the community – one of power and control. She also has power and control in the school. Together, those two areas have not allowed me to remain a competent and excellent teacher. Everything I did in my classroom was immediately reported to any parent that would listen. Parents would write letters indicating they did not want their student reading certain texts. Worse yet, students would indicate what I was doing wrong in the classroom. Comments such as, “You’re not supposed to do that.” When asked what I was not supposed to do, the student would explicitly state to me – USING TERMINOLOGY DIRECTLY FROM THE TEACHER EVALUATION INSTRUMENT OR, AT THE TIME OF STATE TESTING, SOME INSIGNIFICANT MINOR DISCREPANCY IN A RULE THAT ONLY A TEACHER WOULD KNOW! I was aghast at the daily ‘picking on’ me that made each class period excruciatingly painful. I am cautiously optimistic this year because we have a new principal. However, she asked me to meet with her this week which I did – and it seemed that every statement I made ended up with words put into my mouth. I did end up reflecting on our meeting and sent a positively worded email summing up our meeting and clarifying anything I said with additional positive notes. I am learning to CYA through technology and this year, I will be video recording many of my lessons – since the new teacher evaluation instrument will require us to do so – and since so many students are absent.

Well-loved. Like or Dislike:  32  2



3.

4. **Kim Werner says:**

[July 26, 2012 at 12:25 pm](#)

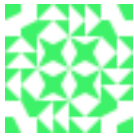
OK targets—and you will not want to hear this—you are pretty much on your own. Here’s what I did . I took a medical leave. I knew I had to get out. I turned my principal in for bullying. I used my district’s generic reporting form; the form students use to report other students. My district, per its own policy, then had to start an investigation. It’s no surprise and in spite of documented evidence of lies and falsehoods using my name, the report was, in the end, “unfounded.”

So, I recommend—if your life is unbearable at your school—that you consider doing the same. It’s better to take action first and not wait until the inevitable documentation against you. Then you will be perceived as reactionary.

I am grateful we are all communicating on this issue! Sometimes when we are in the midst of the horror we feel alone. We are not.

Kim

Well-loved. Like or Dislike:  49  4



5.

6. **Jon says:**

[July 26, 2012 at 12:29 pm](#)

The problem with administrative abuse of authority/power has drawn a great deal of attention in the Patrick County Public Schools of late. In June of this year the County's Board of Supervisors announced that they have launched an investigation into this matter; as it pertains to widespread attempts by administrators to intimidate teachers to change student grades.

Well-loved. Like or Dislike:  28  0



7.

8. **Roberta Laguna says:**

[July 26, 2012 at 1:11 pm](#)

What about student mistreatment of teachers? Referrals often don't seem to merit attention that leads to behavior change.

Well-loved. Like or Dislike:  35  0



9.

10. **Can't give you my name says:**

[July 26, 2012 at 1:12 pm](#)

I wish I felt safe enough to put my name on this comment, but I've been bullied so severely this past school year that I too suffered health problems, required medications and therapy. My principal is not a "pal". He's a mirco-manager, control freak who seems to thrive on creating stress and drama. I was teaching intervention math classes at a middle school in a 'good-ole-boys' district. He started bullying me with unrealistic expectations for my students. I was supposed to magically turn all my students into benchmark, well behaved students by winter break. Only 9 of my 120 students had ever passed the MSP and all of them struggled with math. Many students had 504s and IEPs, had trouble with reading, attendance issues, and behavior problems. The concentration of these issues made my job extremely difficult from the beginning. He was critical at

every turn. He said I needed to enlist help from my team and from him, but when I asked for help, he used it against me. He yelled at me because I had spoke up at a math team meeting about my frustrations, he wasn't even at the meeting. I have great experiences from other school districts and other fellow teachers. My parents appreciate me and my students' scores show tremendous growth at the end of the year. No one else has ever complained about me before.

Despite my excellent history, this man nearly broke me. He informed me that I would be on an "informal plan of improvement" the following year (no due process). I was unable to sleep at night, worried all the time that he would pop into my classroom and pick me apart, I had chest pains and panic attacks, my blood pressure went up by 30% during the school year. I used up all my sick leave due to medical issues. I was afraid to go to school. My doctor finally ordered me to rest at home for a full week and I started emotional therapy and anti-depression meds.

I had support from my union, but it didn't really seem like they had any real power. This man had a history of bullying teachers and was sued the previous year by a teacher who ended up with a heart condition. Everything was hushed and they settled out of court. Every year the staff rate our administration poorly and the superintendent says he is on an improvement plan, but he still gets away with it.

With the economy the way it is, we can't always change schools. Jobs are very hard to come by. I was fortunate to find a better school, with a terrific principal. But the scars are still there. I still get ill when I think about my 2 year under this horrible bully.

Why is it so hard to get rid of bad principals?

Well-loved. Like or Dislike:  45  1



11.

12. **Ciara says:**

[July 26, 2012 at 1:21 pm](#)

I have been bullied for three of the four years I have been teaching. I was targeted by the principal my second year because she did not want me at that school. I was under a 2 year contract and had to stay another year. I left that school but all of the negative evaluations and feedback followed me, as principals talk to one another. The third year the Principal was trying to get me to resign all year. I was assaulted by a student and I was made to feel like I was in the wrong. He told me I was an awful teacher and selfish for not resigning when I expressed some concerns. I started having panic attacks and the principal said it was unsafe for me to be in the classroom because when I had a panic attack I was not mentally present. I eventually had a nervous breakdown and went on medical leave for 5 months. When I came back he spent the entire time I was

gone trying to build a case to get me fired. He had a bunch of letters from students, parents, etc. (solicited I'm sure). He tried to say I said I was suicidal and all sorts of stuff. I will be at a different school next year but my confidence and self esteem are so low that I feel hopeless for being able to have a successful teaching career. I have been looking to change careers but in the current economy have not been successful. I feel like I am stuck. A bad principal, especially early on in your teaching career can ruin your entire life.

Well-loved. Like or Dislike:  26  0





13.

14. **I can not give my name... says:**

[July 26, 2012 at 2:14 pm](#)

I find it disturbing, yet encouraging that there is over 150+ replies to this bullying concern, and that it is listed as one of the "most popular." Has anyone heard of a law under; Defamation, Libel and Slander Law?
Isn't there bullying in the workplace policies in other institutions?

Well-loved. Like or Dislike:  7  0



15.

16. **I, too, cannot use my name says:**

[July 26, 2012 at 3:09 pm](#)

I am constantly tormented by teachers who have labeled me as a "threat" to their classroom if I co-teach with them because I "have too many resources and am too knowledgeable" and they believe I will "take over their classroom." They said these things to my superiors who moved me 7 times until they found a fit for me. Those 7 years were horrid – including the time they paid a male substitute to dress up like me (I am female) and imitate me in front of my students. The next day, when I came back, my students cried and begged me to never leave again. All I know is – when it starts- you have to hold your head up, take a deep breath, keep to yourself, and give your all to your students while praying you survive.

Well-loved. Like or Dislike:  18  0





17.

18. **Too Nice to be a teacher** says:

July 26, 2012 at 3:40 pm

I feel as if I am re-reading my story several times. My ex-principal is definitely a bully. Her motto – fake it till you make it. She may think this works but when she screams and yells at teachers and students and then tries to act nice – no one trusts her. She truly feels that she can tell a new reading teacher that if this teacher doesn't do well on the state tests, it will reflect poorly on the principal. That is all she really cares about – herself. Due to a horrendous last year where I was working towards completion of a masters degree, a student passed away, a relative came down with incurable cancer, etc., I also had panic attacks and eventually ended up in the ER. I used my sick leave to do outpatient therapy and was advised by the therapists that this definitely was under the umbrella of the Family Medical Leave Act. What triggered this was a team meeting regarding RTI. Our school does not have a correct process for this and just threw something together this last year. I felt that anything I suggested was ignored (not for the first time) and she couldn't understand why the team was taking too long to talk about this and why two of the IEP students would go to other teachers at this time because they were higher functioning and the rest were at much lower ability levels. I was so tired of the lack of support from her (i.e one aide for 30 minutes a day until I complained and then I got another aide for another 30 minutes while the other special educators had aides throughout the day) What really upset me was when I had to take the week before the state test because my father (who was a day's drive away) was dying she told me that it was "poor timing"! Then to kick me while I'm down, the night of the March Board meeting after school, she told me I was not going to be re-hired for the next year because I had been having "issues". I have applied for many positions and felt good vibes during the interview only to not get the job. I can't help but feel that when they contact my former school that they are told that I am not subject for re-hire. I did ask my principal "What do you want from me?" and she wouldn't respond. She is so busy proving she can make it and be better than the two male principals in our system (she really puts on of these principals down) that she has lost all empathy or sympathy for others. I am not sure she has ever been empathetic towards others. So, here I am – unemployed with a black mark against me – all because I cared too much about how my students were getting the shaft in this district.

Well-loved. Like or Dislike:  9  0





19.

20. Can't give my name 3 says:

[July 26, 2012 at 4:05 pm](#)

I too know a teacher that is terrified to give her name. I have been under the thumb of an abusive principal for 2 years. She has been written up for making faces, calling names, sighing, and many others just as ridiculous and unfounded. It is to the point that she is being treated for PTSD. Why can't we just be there for the best for our students? Why can't we put the most important resource America has first our students not our ego. Believe me she is a good teacher, her students learn her principal bullies.

Well-loved. Like or Dislike:  9  0



21.

22. Jennifer says:

[July 26, 2012 at 4:14 pm](#)

I too was a victim of school bullying by a co-worker at first. She would call me out in front of my students because I wasn't doing things her way. I then confronted my admin. about it and they encouraged me to talk to her. They also told me that this particular teacher was difficult to get along with, and that they would support me. I confronted her and told her that I felt she was being unprofessional, she agreed and promised she wouldn't do it again. When I asked her why she treated me so poorly she flat out told me that she just didn't like me. I told her I was sorry to hear that but I agreed to be civil and professional to her. From that point on, she never said anything to my face but would trash talk me to parents during conferences, other teachers, and even the admin. She would tell everyone that I didn't know what I was doing and that I wasn't teaching the standards and that my students wouldn't pass their state tests. I had a few teachers in the school that felt sorry for me and would give me a heads up about what she was saying or what they overheard. One even informed me about a specific parent that this teacher bully convinced that I was a bad teacher. Sure enough this parent sent me an email the next day demanding a conference, even though her child was doing great and loved my class. At the conference she kept asking why I didn't teach like the other teacher and I've always learned that the one shoe fits all approach doesn't work and that's why my methods vary. I could tell she left disappointed bc she had nothing to really throw against me and was obviously misinformed. Then my principal came out if the blue to observe me almost everyday at different times if day to observe me which he didn't do to any of the other new to the school teachers. He started demanding lesson plans as well and would nitpick everything I did. It was getting to be too much I started to believe my bullies lies that maybe I was doing something wrong. I stated to get very depressed as well and had suicidal thoughts. I ended up going on medical leave due to the mental duress and transferred to a whole new county the next year. I

found out later that this teacher bully had driven out 3 other teachers before me and it makes me sick that the admin. did nothing about it. Many parents sent me letters and gifts begging me to stay and said I was their child's favorite teacher, not to mention all of my students passed their state tests. I'm happy to say that now, while I make less money as I'm in a smaller less affluent county, I'm in a county in which I feel valued and appreciated. What a difference a great administration can make.

Well-loved. Like or Dislike:  14  0





23.

24. **DTeacher says:**

[July 26, 2012 at 4:28 pm](#)

I had a terrible principal who not only forced me out of a job but also did it to many other people over the 5 or so years she has been there. This nonsense is still taking place to my understanding. Every year at least 20 teachers either leave or are force out. This is happening in Montgomery County Maryland which is SUPPOSED to be such a great district with and exceptional image. Her name is Virginia De Los Santos and she is the one that needs to be fired or forced out of her position. Mont. Co. knows full well that she is a true bully but no one seems to be able to do anything. This women is ignorant and cannot even speak properly. She once admitted, while attempting in vain to read a prepared speech, that she really wasn't good at reading things aloud! We must figure out how to get rid of these people with so much power that can ruin or at least jeopardize your career. Take care everyone!

Well-loved. Like or Dislike:  9  0



25.

26. **name withheld due to settlement says:**

[July 26, 2012 at 4:29 pm](#)

Bullies sometimes become so aggressive they forget that in addition to the support unions still provide us we all have some protection under regulations enforced by the Department of Labor, the Equal Employment Opportunity Commission, and the various state commissions that enforce the laws and regulations. When the bullies abrogate your rights under FMLA, begin harassing you due to age, race, gender, and other aspects, etc. you should be aware of your rights and report the bullying supervisors to the proper agencies.

I speak from experience when I say that I would have preferred never to have been bullied, but that once bullied it was worth fighting back.

Well-loved. Like or Dislike:  12  0



27.

28. **j leonard says:**

[July 26, 2012 at 4:30 pm](#)

I had a nervous breakdown and had to leave my HS math teaching job after my peers lied to the administration and the administration came down hard on me. It is really sad. During parent teacher conferences, many of the parents said “finally, a good teacher and they will make sure you leave soon.” Even the parents knew how it worked. A good teacher comes in making the seasoned teachers look bad and the staff bullies the new teacher until he/she is forced to leave. I feel bad for the students!

Well-loved. Like or Dislike:  10  0





29.

30. **Roger Moore says:**

[July 26, 2012 at 4:32 pm](#)

I also have experienced this in Broward County, I wonder how many others. The big districts just try to sweep everything under the rug and there is little to no oversight of the Principals unless there is a complaint. Take into consideration that most of these people got their jobs because of who they know, not what they know. How can there be so many incompetent principals? The private sector would never allow this nonsense. The low-performing principals want to blame everything on the teachers, when the leadership is the real problem. If we lose a war overseas, we don't blame the soldiers do we?

Well-loved. Like or Dislike:  9  0



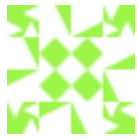
31.

32. **Mike Nicholson says:**

[July 26, 2012 at 4:33 pm](#)

This article and the comments related to it mirror my experience during the last three years of my teaching career. I was attacked and bullied by a new Principal and Vice-Principal after an administrative change, parents upset with their children's grades in a few of my AP classes, and, sadly, by the chair of my department who called me fascist, f/@'ing fascist, or f/@'ing fascist Christian. It became a hostile work environment that I dreaded to walk into. And, unfortunately, it was a situation that my local and state union had little power or desire to challenge. I suspect my story, and the others in this column that I've read, are far more common than any of us would like to acknowledge.

Well-loved. Like or Dislike:  12  0





33.

34. **Janis says:**

[July 26, 2012 at 4:34 pm](#)

Three years ago I got a non-re- elect due to being bullied. The bullying still continues by this administrator to this day. He has contacted other school districts to advise them not to hire me. He has told lies about me to the school board and other districts. I have lost my job, my career, my retirement. I will never be able to fully retire as I was unable to build up my retirement to a liveable level. I am now 62.

Well-loved. Like or Dislike:  9  0



35.

36. **Rather not say says:**

[July 26, 2012 at 4:38 pm](#)

In one way it is nice to know I am not alone, but it is incredibly sad to think educators are being targeted. It is not enough we don't make great amounts of money considering we are educating our future. I too went out on medical leave this past Spring. I am still uncertain as to my plans for the fall. I am afraid to quit, but more afraid to return. It was hell.

Well-loved. Like or Dislike:  11  0



37.

38. **Catherine says:**

[July 26, 2012 at 4:39 pm](#)

I can't believe someone finally had the nerve to actually write about this topic. It is very true. I have seen it happen. It is so cruel. You think it's bad in the public schools, look into the charter schools. They can do anything they want. They can fire you for no reason at all. I had a twelve year career in the field and questioned a couple of things that I knew were going on in the school that were both against the law and unethical. I was hoping to help make the changes for the sake of the kids. The "principal" wasn't even a certified principal and I was! They promised me the moon and instead stabbed me in the back after I did a ton of clean up work for them. They did not offer me a contract, told me "It just wasn't a good fir." Really? I don't think so. Dirty politics, very dirty. After being denied a contract, I was not able to even get an interview anywhere else to get another job; my career in the field was stolen from me. I have an attorney and am going to do all I can. Interesting how the principals can regularly evaluate the teachers, but the teachers can't regularly evaluate the principals. Hmm. If they could, it sure would weed out those terrible principals who are nothing but power hungry bullies. We are not chess pawns in a game, we are educated people with families! If anyone wants to talk to me, I will be glad to talk to you. My career may have been stolen from me, but there are countless teachers out there who I don't want to go through what I went through. I would like to support them.

Well-loved. Like or Dislike:  16  0





39.

40. **Catherine says:**

[July 26, 2012 at 4:42 pm](#)

"I wasn't a good fit," not fir, excuse me. I was a bit angry while typing about the subject...

Well-loved. Like or Dislike:  6  0





41.

42. **withheld for my safety says:**

[July 26, 2012 at 4:45 pm](#)

Several teachers in our building are under constant bullying and harrassment from our "new" principal. He has been here 1 year since the last principal was non-renewed by our bullying superintendant. His only job requirement is to drive off all of the supporters of the last principal. Last year during the school year he got rid of a teacher, an assistant principal and our only school counselor. If you want out you are required to leave the district as he has poisoned the water here.

Well-loved. Like or Dislike:  9  0



43.

44. **jakeus I says:**

[July 26, 2012 at 4:45 pm](#)



Parents are expecting teachers to raise their kids. Admin is expecting teachers to discipline students. Both expect us to make kids want to learn.

Parents, raise your own kids.

Admin, let me teach but actually punishing jerk kids.

Both of you... I love the material, spreading knowledge, and the joy that knowledge brings. That joy rubs off on others, but I refuse to beg a plead with a kid who doesn't care about their own future.

I will teach, and I will do it damn well, but if your kid comes into my room thinking I'm going to do all the work. Ha. Buckle up and learn kid, or GTFO of my classroom.

Well-loved. Like or Dislike:  9  0



45.

46. **[Michael Witmer](#) says:**

[July 26, 2012 at 4:48 pm](#)

I am two years retired, so I can speak my mind and include my name. From my 30 years experience I will just say this: I have had administrators—from assistant principal to superintendent, all in the same district—who probably were total sociopaths; the bottom line is that although "we are all in education together," some administrators are arrogant, condescending career-climbers, who will unscrupulously step on teachers for their own personal gain—and sadly they have the position/power to do it; they lie through their teeth and they all stick together; then at teacher contract negotiations they play "hide the money" to subsequently reward themselves, while the public decries "those greedy teachers!" To all my professional colleagues who are still out there working with students and toward

retirement: PLEASE BEWARE!

Well-loved. Like or Dislike:  18  0





47.

48. **Catherine says:**

[July 26, 2012 at 4:50 pm](#)

"Rather not say," don't you think it is wrong that you have to hide your first name. TRUST me, don't go back, it will only get worse. Resign to stay home a while to be with your new baby. No one on earth can fault you for that. Then, once you are ready to return, you may be blessed enough to get into a school with a wonderful principal! Think about this too. The biggest bullies seem to be in some of the worst schools. They are under pressure from the top to increase test scores or bust. They have to report why they think test scores went down or did not improve enough. Therefore, they need a target, a whipping boy. By having a couple targets, they buy time for themselves and miss the bullet headed toward them. It's all about money. Point the finger to someone else to keep your job, your money in your pocket. I get it, but the people at the top don't. They seem to think that once you are a principal, you are God, your word is the law, you know best, you are the expert. But, in reality, those bad principals many times only had political favor, they weren't the best or the most qualified for the job. Hold your head up. Use that golden ticket you are holding, and don't go back. Once you are gone, they will find someone else to blame things on when the test scores don't change.

Well-loved. Like or Dislike:  7  0





49.

50. **Deborah says:**

[July 26, 2012 at 4:50 pm](#)

I taught for 30 years in Alabama, and I only worked for 1 principal who did not bully me and the other educator. I have an Ed.S. in Instructional Leadership, and I know this type of behavior is not being taught in institutions of higher learning. Learning communities, reducing teacher isolation, and other strategies are taught; however, none of these will have an impact on education until administrators stop bullying teachers. The last principal I worked for was wonderful for the first two years; because, she had just come from the classroom. However, the longer she was an administrator the worse she became. The last

year she was there she allowed the secretary and another teacher to slander me to all the other employees. This principal knew what they were doing and allowed it; she was even part of it. Thankfully, I had my time in and I could retire. Schools are not learning communities, they are dictatorships for the most part.

Well-loved. Like or Dislike:  8  0



51.

52. **MM says:**

[July 26, 2012 at 4:50 pm](#)

I am a School Psychologist who has been bullied for the past 4+ years in a NYC public school. The bullying began after I reported a problem with the services that special education children in my school were receiving. Then, two years later, the principal released a confidential report with my name on it, effectively putting my safety at risk. When that was reported, he stepped up his bullying and enlisted the Assistant Principal and a teacher to assist with his retaliation. I received an unprecedented six letters to my file in one year. I have been unable to transfer to another school because he gave me unsatisfactory performance ratings for two years in a row (this, after I had maintained satisfactory work performance for eighteen years prior to his tenure at the school). This year it became clear that he was going to try to have me terminated. The situation became so bad that my mental and physical health suffered and I had to take a medical leave. Now, I am dreading the possibility of returning to that school in September.

The principal has accused me of noncompliance, lying, poor relationships with my peers, and refusal to follow his arbitrary protocols, while also saying that he had no problem with my work as a psychologist. I have been micromanaged, my work hours were extended, and my office was moved to a closet in the corner of the building's third floor and away from my family assistant. My union has filed a harassment complaint, as well as appeals regarding my performance ratings, but there has been no resolution. I feel so frustrated. I have even tried to get legal assistance on my own, but several attorneys have told me that there is nothing they can do until all of the efforts of the union are exhausted. The problem is that the city slows the process to a crawl and in the meantime, I have to continue working in a hostile environment.

I was so happy to see this article because I decided that since I am not able to receive adequate help from others, I have to do something to help myself. I intend to let as many people as I can know about this hidden menace in the educational system throughout the country. We hear so much about bullying and its effects on children. But no one is willing to speak up about what happens to adults in the workplace when they are bullied and have no legal recourse. We need to stand together to fight this epidemic.

Well-loved. Like or Dislike:  12  0





53.

54. **OlanaDL says:**

[July 26, 2012 at 4:59 pm](#)

Interesting to find this article on the NEA website. The Massachusetts Teachers Association has been complicit with anti-teacher groups (such as Stand for Children) in crafting a change in the teacher evaluation standards. In essence, this change renders useless the seniority language found in most contracts and further facilitates the abuse of power by building and district administrators who will view this change as a manifesto to bully with impunity.

Well-loved. Like or Dislike:  8  1



55.



56. **Deborah says:**

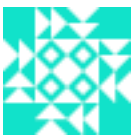
[July 26, 2012 at 5:01 pm](#)

I want to add an addendum, bullying will not get better until some teacher sues the school district and wins. However, federal investigations will have to be done also. As long as the current atmosphere remains there will be no change.

Let me offer a strategy. I had one principal who talked so ugly to me and the other teachers. When I called for a meeting with the superintendent, he said that I was not telling the truth. The superintendent believed him of course. After that, I began carrying a small personal tape recorder with me. Every time he came up to speak to me I turned it on. It is legal in Alabama to record a conversation, as long as you are part of it, without the other person's consent. He never talked ugly to me again!! LOL

I hate that I had to retire, finally, this is the first fall in 30 years that I will not be going back to school. It makes me so sad, but I will find something else to do. My will to teach in K-12 is gone, beaten out of me by bullying administrators.

Well-loved. Like or Dislike:  8  0





57.

58. Mia says:

[July 26, 2012 at 5:01 pm](#)

Every single day in our jobs, administrators completely abuse their authority. They have their favorites and will do whatever it takes to get rid of those that they do not like. It is a pathetic display of narcissism, particularly when we have to listen to people that have not ever done our jobs or don't understand our jobs and the demands today. If you want a perfect example of nepotist, just visit any public school district and you will see husbands, wives, friends getting the job. Not the best choices for the children, but then again, does anyone know of an administrator that will put children first? If you do, please let me know.

Well-loved. Like or Dislike:  8  0





59.

60. MLR says:

[July 26, 2012 at 5:21 pm](#)

I thought I was part of a small minority. As a former special educator from Salem Va, I know too well the environment a micro-managing and incompetent administrator can cause. I was told that because the schedule she devised for me did not allow a lunch break that I would be able to lose a lot of weight that year. This was the 2nd day of school. When I called her on that comment she began pulling my assistants and speaking with them. She interrupted my classroom and would attempt to take over. I was teaching students with Autism that did not react well to changes. She put my one of my nonverbal students into silent lunch. His peers thought that was funny. She did that again with another student. The next year she gave me many improvement goals and had very little positive to say. Outsiders would come in and tell admin (including her) how impressed they were. That did not do any good. The parents were very upset when I resigned after she threatened my job in March of this year. I resigned so I would be able to get another position. Oddly, some in the division were very helpful in helping me obtain another teaching position. I was one of several complaining about being bullied by this administrator. She has many years in the division and lives in Salem. This apparently gives her permission to run her building into the ground. It is unfortunate that Virginia is a right to work state and the union has very little power. Most of this bullying is verbal and it ends up our words against theirs. You would think there would be power in numbers. When several people complain, some action should be taken.

Well-loved. Like or Dislike:  6  0



61.

62. **name withheld due to settlement says:**

[July 26, 2012 at 5:22 pm](#)

To Deborah 5:01 pm—

Suing the school is sometimes a good idea, but it will not stop general bullying, only that one instance. But remember that schools are not profitable corporations... there is no Erin Brockovich pot of gold at the end of a toxic rainbow here.



Filing a complaint with EEOC or the Department of Labor about matters not covered in the contract under which you are employed will set in motion (very slow motion) an attempt by state or federal investigators to assess your complaint then perhaps begin an investigation. This is a good thing to do to let your administrator know you are serious about fighting back. When you file this, the school districts lawyers will swing into action and start costing the district money.

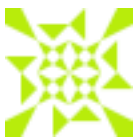
Eventually under this process the agency will ask you to provide evidence and if the evidence is credible and meaningful then to mediate your complaint. The district's lawyers will challenge your evidence and use whatever paper trail the administrators have gathered or fabricated to challenge you.

Lawyers will file suits when a complaint has substance and good evidence IF YOU PAY THEM or on a contingency basis IF they see money in your case. For there to be money in a lawsuit, one must suffer monetary damages (losing your job) or documented emotional/physical distress (medical bills).

If successful the end result for most cases that have merit and been argued well will most likely be a settlement that cannot be disclosed that has been paid by the insurance company from which most school districts purchase policies protecting themselves.

Lawsuits are not won—generally speaking—in the public eye. Forget about public vindication.

Well-loved. Like or Dislike:  5  0



63.



64. **MoBOE says:**

[July 26, 2012 at 5:23 pm](#)

As a school board member I am so frustrated when I hear these stories. Our district had a similar issue with a principal which was compounded by the fact she was "good" friends with the superintendent. Teachers were terrified to speak of the issues because of the retaliation that occurred. Other board members looked at me as a troublemaker when I sided with teachers and parents in this

issue. When I encouraged teachers to fill out their anonymous surveys with the stories of these problems, the results were kept from the board. Several board members finally began to listen and put pressure on our superintendent to make changes. He showed his true colors and took the first job he could find. A year later our next super finally stood up and made the changes needed.

I truly feel so sorry for those in this position. While boards and administration may deny it, this type of bullying can be a major problem and does occur. For those who may be suffering from this I hope you can find an administrator or board member you can confide in. Sometimes you have to forget about the "chain of command". Educating children today is difficult enough without worrying about needless pressure from your boss. I wish those of you suffering through this the best of luck.

Well-loved. Like or Dislike:  8  0



65.

66. **Lou4You says:**

[July 26, 2012 at 5:30 pm](#)

I definitely agree and feel for the other teachers that have responded here. In my first year, my dept. chair took it upon herself to make my life a living hell in the second semester. I had asked her "What do I need to do to get re-hired?" She said I needed to follow what she was doing "lock-step". While I did some things that sabotaged me, I still have to say that she was overzealous in her duties. She upstaged me at one point in a fourth period class, made me meet with her on a daily basis to go over my lesson plans, and had me take away my vocab. tests. These were actually helping kids learn the Spanish vocabulary in each chapter!! Her teaching methods were drastically different from mine, so in essence, it was hard to do what she was doing on a regular basis. Finally I got up the nerve to talk to a VP. I thought he was going to be supportive.

In some ways he was, but even in mediation, she kept telling him "the kids are not going to be ready for next year" if I kept doing what I was doing. Meanwhile she was fielding parent complaints, documenting everything, and getting ready to influence the interim principal to not re-hire me. She indeed was successful in doing this, unfortunately. I did talk to my Union Rep., but by then it was too late. I was told at the end of the year that I was being forced to resign, and that my issues went before the board. Very heartless and rude Dept. Chair. And as it turned out, she had a big hand in the non-rehiring of many other teachers, alongside with her friend in the dept.. She did almost all she could to sabotage me, and she succeeded. I was very resentful for quite some time towards her after that year. The following year I got hired in a different county and area. That year did not work out, as my teach. career also did not work out. But then, at least I could see that I had given up on teaching full-time. This gave me some

PTSD and major anxiety and depression issues.

This is all to say that bullying does not just stop because you're not in school anymore. People do sabotage other people intentionally, and sometimes it is merely due to a petty feeling or something you say wrong that makes them dislike you. At a time when we need new and great teachers, the incumbents and sometimes admins. are very resistant to change. It is no wonder then that many people stay out of the field, or leave within the first three years. So if you're new: WATCH OUT! And be careful of what you say. You can be fired or non-rehired very easily, w/out tenure on your side.

Like or Dislike:  2  0



67.

68. **M says:**

[July 26, 2012 at 5:50 pm](#)

The real problem is that principals alone are given evaluative power over teachers, and new teachers do not even have recourse to the union (although they pay dues) because they are still without tenure and can be let go for whatever whim occurs to the principal.



I have been let go because the principal's wife, who was employed in the building, did not like me for jealousy or whatever reason. Also, I professionally and courteously disciplined their son who was bullying others in my classroom. I have been treated harshly and unjustly by principals, who relished the chance to "get back" at me, because I was smarter, or healthier, or more content, or a combination of these.

Principals spend basically zero time in our classrooms, but are given the right to decide our fates. Their decisions haunt us as we must continue to use them as professional references. How many good, creative, fun, intelligent teachers have been overthrown and discouraged out of teaching by an egotistical principal?

We need to rethink the design of evaluation in schools, and student and parents should have at least as much say as a principal who looks in once or twice a year.

I am not the type of person who complains about my coworkers, but principals listen to the complaints of those who love to complain and make decisions based on that. They keep teachers who cozy up to the complainers. They discard the honorable, hard working professionals who care. I have seen this in Washington State, Wisconsin, Michigan, and Idaho.

By the way, I believe there is a mistake in the first paragraph of the article, as 25 percent is less than one third.

Well-loved. Like or Dislike:  4  0



69.

70. **Anonymous says:**

[July 26, 2012 at 5:58 pm](#)

I was bullied on the job by administrators, a woman old enough to be my GRANDMA and her clique of queen bees who were MY AGE! It was traumatizing. I couldn't trust any adult because they were buddies with either the administrator, queen bee, the granny colleague or other people who just seemed to be out to get me. The kids made my days worthwhile— they were the ONLY ones (apart from the parents) who gave me positive feedback, according to the kids I was a great teacher— they told me out of the goodness of their pure hearts often through giving me cards and notes and smiles of gratitude and they even told me how they love learning. But the administrators never saw this and if they did they refused to acknowledge it. In the boss's book, I could do NOTHING RIGHT, NOTHING! She HATED me and I never found out why she did and if she hated me so much (which she did) why didn't she just FIRE me— a nice clean cut from work instead of fabricating lies to give me the most disgraceful kick out of the door of education ever? As you can see, I'm still upset about this but I'm getting over it. I know what it's like to be driven out of the education career field. Luckily, I have other career options. Thank God!

Like or Dislike:  3  0



71.

72. **Ann Morgan says:**

[July 26, 2012 at 6:25 pm](#)

I have been bullied by both my principal and superintendent. I work for the Broward County Schools. I have been placed in a warehouse and have to undergo depositions and go before an administrative law judge for no valid reason. I was removed from my classroom in April 2012. I filed a bullying complaint with the EEO and they did nothing about it. What do they do, promote my principal and give him an executive position.

Like or Dislike:  2  0




73.

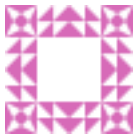
74. **T.D. Gutierrez says:**

[July 26, 2012 at 6:27 pm](#)

Although there is no definite way to prove it, I, too, have felt as though

intimidation has come into play by at least two of the principals I have worked under and one assistant principal. My first year to teach, my principal, who was black, accused me of being racist! But when I asked him what his reasons were, his only comment to me was that he had heard it from some of my students, but yet would give me no specifics. I called his bluff when I informed him that it would be very difficult for me to be racist since both of my grandsons are black. This seemed to shut him up for a while; but on my yearly evaluation, he told me I was weak and needed some extra guidance, which I never received. When I used a PG13 rated movie to tie perception into the curriculum I wrote, he accused me of using an R-rated movie because he heard the word "shit" in the movie. My retort to him was if that is the worse my students heard while walking across campus, we were doing good. My new principal, who is respected by some but not all, became irritated with me because I hold my students accountable for their actions, or inactions as the case may be, and failed a senior with a grade of 62. I was "encouraged" to change the grade to passing but refused to do so. All of a sudden, I am no longer teaching what I have taught for six years but a new and challenging course! I love teaching, but the games that administration plays with the teachers is taking its toll on not only those of us who love our profession, but the students as well.

Like or Dislike:  2  0



75.

76. **Phoenix says:**

[July 26, 2012 at 6:28 pm](#)

I am so relieved to see that i wasn't the only one that has suffered bullying by administrators. I lost a career, 12 years of sacrifice and work to get a teaching credential by the efforts of ONE vindictive administrator who chose to believe all the lies that jealous co-workers spread. I was basically set up to fail.. given all the districts major behaviour problems in a severely handicapped class, then not allowed to have consistent aides,, which i was required to have two, I was lucky to have one. My second evaluation was engineered to have me fail.

As a result i got a non-elect which made me ineligible to be rehired in that district and being a small town most likely in the other two. I was dropped out of the last year of a 3 year credential program TWO months to graduation, a program I had a 3.5 plus out of 4 gpa and perfect practicum scores until that last year when all of a sudden I FAILED practicum? All started when i refused to go to a different grade level and school?

I moved out of state as a result,, now im trying to muster up the courage to go back in the classroom as a sub assistant, I lost my teaching career, have NO desire to go back to that even though I miss the kids. I had NO idea professionals could be so mean and vindictive. Lucky for me I got Unemployment and a small retirement but I wasn't the only one this woman bullied. The staff was considering

a class action suit. I had no real legal recourse as I was an intern teacher which had NO tenure and could be laid off for looking at the principal wrong. The set up situation I was a victim of required more then one person participating in it.

I am now dealing with PTSD from a hostile work situation,, looking at a career change in the mid 50s in a horrible economy and dealing with self esteem issue because of someone vindictive ness. Thank you for this article.

Like or Dislike:  2  0





77.

78. **Kate says:**

[July 26, 2012 at 6:28 pm](#)

Twelve years ago, many of us were bullied by a principal at a middle school in Long Beach, CA. We were yelled at in front of our classes, we were told to change grades, some teachers had their computer confiscated if they didn't change the grades, we had to submit lesson plans every week with an outrageous number of details, we were regularly reprimanded at our staff meeting... Teachers walked out on their contracts and half the teachers quit at the end of the year. Anyone who spoke up during the year was given a poor recommendation. My career was almost destroyed. Thankfully, there was a principal in a different district that gave me a "second chance", so to speak. The last 11 years have been great. I work at an amazing school in an amazing district. However, I still see the effects that the bullying had on me...each time we get a new principal, I go into a panic. It takes me forever to start trusting the new person and I hate feeling that way.

Well-loved. Like or Dislike:  4  0



79.

80. **montgomery county maryland teacher says:**

[July 26, 2012 at 6:35 pm](#)

TO MM:

There are many teachers out there who have been targeted for trying to follow the law with regard to students IEP minutes or Spec. Ed services. Apparently, the principals in this country are above the law. I know of no principal who has been fired for disregarding laws with respect to their students' IEP minutes. Their friends, up the chain, cover for them.

Meanwhile, the Department of Education and the media claim that our entire

education system will become the best in the world if we just get rid of the bad teachers.

I don't want ineffective teachers in the classroom! BUT, really, there are far deeper issues that negatively impact our educational system, and it feels like those issues are completely being ignored by politicians, superintendents, media, etc.



In my humble opinion, it is the ineffective and bullying principals that need to be removed from our schools. Principal accountability must be addressed if schools are to improve. Specifically, if you have a competent and professional principal, many issues will be resolved. For example, it has been my experience that competent principals don't allow incompetent teachers to remain in their buildings, but they don't resort to bullying either.

There is NO excuse to bully any person. It is cruel and completely unacceptable behavior.

I have been teaching for over 20 years (mostly in Title I Schools). I have worked for a few principals. The principals that I worked for who were competent, professional, kind, caring toward students, and appreciative of staff had great success in their schools. The staff was upbeat, hard working, happy, and caring, and the results, academically, were wonderful. Conversely, in the couple of schools where the principal was a bully, staff turnover was high, the environment was anxious and sad, teachers were often out on sick leave or extended medical leave while a steady stream of substitute teachers paraded through the school. AND, guess what? All of the negative and sad behavior and inconsistent behaviors by fearful adults in the building trickled down to the students. Severe issues with student bullying increased under the bully principal. The academic scores with the bully principal were not good.

I hope that the people who are reading this will take a minute to check out the "Workplace Bullying Institute" website. The Namie's, who founded this organization are nationally known and they are working to create a healthy workplace bill. They are a phenomenal resource for anyone who is being bullied. I have always loved being a teacher, but after experiencing my recent bully principal and the lack of care from our union and the bully's superiors, I would not recommend a young person to go into this profession as it is now. I love my students, and they are the reason that I am staying in this profession. However, what I see day-to-day are a lot of exhausted, sad teachers. At least half of the young teachers that come into our profession leave within the first five years. No wonder. Who wants to go into a battle everyday and then have a pile of disrespect and anger plopped on your head from the politicians and Dept of Ed.? This is what it feels like when you work for a bully.

I hope things improve. Teaching was a wonderful profession to be in, but now, I'm just doing my best to enjoy and instruct my students so that they will succeed, and I will hopefully get out of this profession in one piece when time to retire. I can't even believe what I just wrote. Sad.

Well-loved. Like or Dislike:  4  0



81.

82. **Prefer not to say for fear of repercussions says:**

[July 26, 2012 at 6:41 pm](#)

Bullying, harassment in the workplace, mobbing whatever you want to call it happens because I/we continue to allow it. Until we stand up for ourselves and say, "No more!", it will continue to be a huge problem.

I had a principal who made me the target of mistreatment because I had submitted a grievance against him for sexual misconduct. He then did an evaluation that was unsatisfactory. I was not aware of my rights to refute his allegations. What he put in my personnel cannot be expunged even though he was demoted and soon after forced to resign his position. It's not fair, but it happened!

Like or Dislike:  2  0



83.

84. **vivi says:**

[July 26, 2012 at 6:54 pm](#)

I worked for 16 years in the same high school. Last year we had a new principal who told us during pre-planning that he was going to rule with fear. It was a horrible year and I decided after the first month that it would be my last one. I am the wife of 100% disabled OEF vet. I resigned my teaching position to take care of my husband and to try to get rid of some stress as it was unbearable.



For a month I was very sick with a cold and instead of staying in the doorway of my portable between classes, one day I stepped inside to get a Kleenex. A student came to me to ask me a question and since I was not on my porch, my principal came into my room and screamed at me in front of my students. That day, he took all away my respect and my credibility. I was humiliated and so embarrassed. I tried to stay in my little corner the entire year. In the morning when I left my husband and I would tell him I was going to HELL and that I hoped I'd make it through the year.

In all the years I have taught, I never had any problems before that bully. I am not the only one who was upset. The school lost more than 20 teachers due to retirement, transfers or resigning.

At the end of the school year, we also found out that he had affairs and promoted female teachers who slept with him. How can a man like this be allowed to work in a school system? Teachers and administrators are role models for our future generations.

Needless to say that I do not know if I will ever want to work for someone again. I

am also very concerned for my friends and my students that I left behind. It all came down to a question of survival. I have to stay fit and healthy to take care of my husband.

Well-loved. Like or Dislike:  4  0



85.

86. **Can't Say says:**

[July 26, 2012 at 7:00 pm](#)

My story is similar to those here, and I too, thought I was alone. I have/had been in the teaching field for 7 years. After teaching in a district for 2 years, there was a new school opening up with a wealth of new opportunities. I was very excited to start in a pre-K through first grade building!! My principal was brand new, in her first principal-ship, and I made the mistake of asking one too many questions before school started. Apparently, this principal had the details worked out, and when I asked about a “different” way to do something, she felt like I was stepping on her toes. That was 2 school years ago. She made sure I was isolated from my colleagues, forced to workinsuring the entire school day without lunch or planning, sent questionable emails and texts to my colleagues, and pitted parents against me at every turn. I was ignored in the hallway, when talking with parents or students, and in any meetings we attended together. I felt picked on & very isolated. My stress from the school caused an 80-pound weight loss over the 2 years she “allowed” me to stay (mainly due to not getting my lunchtime because I was gently encouraged to see students during lunch hour), anxiety, depression, memory & concentration problems, not to mention the ruining of my professional career. I was asked to resign or face non-renewal at the conclusion of the school year. I went to the union without success—I was basically told her story sounded better and I looked like I was reacting to her complaints. Because of her ties in the community, I was forced to relocate, change states, and get out of the teaching field. The parents of my students,as well as my students, we’re devastated when I told them I had to leave. They were always supportive of me and my abilities, even after the principal attempted to tarnish my reputation with them.

Like or Dislike:  3  0



87.

88. **Can't Say says:**

[July 26, 2012 at 7:01 pm](#)

Anyone successfully sued a principal or school district and have any tips on lawsuits?

Like or Dislike:  2  0



89.

90. **montgomery county maryland teacher says:**

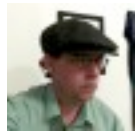
[July 26, 2012 at 7:36 pm](#)

To Can't Say says:

I think you should contact David Yamada, a nationally known attorney who has been working tirelessly to pass a healthy workplace bill. He is an expert in workplace abuse. He just spoke at a convention in front of education lawyers and Ed. Union officials about adult bullying in education. Perhaps, his presentation had something to do with this article. I don't exactly know. He also has a blog "Minding the Workplace" that you should read.

David Yamada's email is david_yamada@yahoo.com

Like or Dislike:  3  0





91.

92. **David says:**

[July 26, 2012 at 7:36 pm](#)

I can relate to this article- I too was bullied by a little dictator, years ago in another school district. The board office covered for the principal and his cohorts. The principal used scare tactics with students to get them to lie against teachers he did not like- I was among three such teachers. This principal is still in that school. Take it from me, it is not worth staying in such a school district. Thanks to my representative through the state division of NEA, we made them look stupid, I left on my own terms, and now am called an exemplary teacher, have won awards, and attend state events often. But at my former school in that other county, I was called a failure!

Like or Dislike:  1  0



93.

94. **Dan says:**

[July 26, 2012 at 7:38 pm](#)

While I agree with the sentiment of this story, the first three lines disturb me as it

shakes our credibility. We are educators. When you say 1/3 of American workers are bullied and it's even worse among educators, 25% report being bullied. That's 1/4. Last time I looked, 1/4 is less than 1/3. We get so worried about getting the point across, we forget to proofread and become easy fodder for our critics. Please be careful.....They ARE out to get us!

Like or Dislike:  2  0



95.

96. **Mary says:**

[July 26, 2012 at 7:46 pm](#)

I was also a victim of workplace bullying by a former principal. I had been bumped from my school to her school because of some restructuring of the classes in our district. She had not interviewed me and even though I came with glowing recommendations and reviews she was still resentful of my presence in her school. She came into my room several times to do surprise formal observations and filled them with blatant lies, such as one that I did not have a centers board in my classroom, when I clearly had a large bulletin board devoted to daily centers assignments and centers directions. I went to my union, and because my contract said that we cannot have unannounced formal observations we were able to have the observations removed from my file. The devastating part was that if she had announced her observations she could have written all the lies she wanted and we could do nothing. We cannot grieve the content of an observation whether there is a shred of truth in it or not – talk about bullying. Even though she had her hand slapped for what she did – I live in terror of the day she announces she's coming and fills the observation with enough lies to cost me my job.

Like or Dislike:  1  0



97.

98. **afraid to give name says:**

[July 26, 2012 at 7:53 pm](#)

I've worked for over 30 years in the same school district. We have a female administrator and her little cliché that bully those teachers that are not of their crowd. She has teachers spy on other teachers and keep notes on what they are doing. If you send an e-mail to any one of her group they immediately forward it on to her. Every letter, every form, every possible comment that you make will be used against you. She allows the favored ones to go to expensive workshops that are out of state, while the entire time claiming that the school could not afford

inservice that the school did not provide.. It is a nasty situation. We have lost several fantastic educators because of this treatment. Unfortunately, I don't think that she would know a good teacher if one bit her on the ass.

Like or Dislike:  1  0



99.



100. **Teresa says:**

[July 26, 2012 at 7:53 pm](#)

I am so glad someone jumped on the opportunity to mention Virginia de los Santos name. I worked at that school and suffered bullying for a year and a half. All of a sudden, after working with her and her assistant principals after 5 years, all of a sudden I'm being treated like a crumbled up piece of trash that continuously gets tossed away and everything I did was wrong. Virginia would walk into my classroom and stand there with her arms crossed, a mean look on her face, then leave after about 15 mins. On the very first day of a class, she walked into my room and just stood there with a frown. I knew what I was doing, I was building relationships since it was the first day. She proceeded to come to the front of my class, had me stop doing everything, then started pointing out what I should do. I'm thinking to myself, no kidding! After she made me look like a fool in front of my students, she left. Several times she has come into my room to just stare at me with dirty looks. That's just the lighter side of her bullying. Almost everyday for a year I was called into her office to hear her accuse me of things I didn't do. Near the end of this year, they(all administrators there, Lisa N. Shorts and James Allrich, were stalking me! I even had students ask me, "why doesn't she(De Los Santos) like you?" and I would ask them why would you say something like that? The students responses would be,"because of the way she looks at you." and "we've seen her make you cry before!" I never responded to the students I would usually just shake my head in disbelief and walk away. Shorts started to do the same thing after a while. Allrich was the supervisor over several departments, including mine. Not once during the entire 5/6 years he was there with me did he ever consult with me about doing a bad job. In fact, he use to tell me I was doing a good job--always. But when Virginia would call me in to bust me out for whatever reason, Allrich would sit there and NEVER have my back. He would make up things to go along with the principal!! Those administrators at White Oak Middle School are crazy. They will blame you for something and not want to hear the truth. There is so much more that happened to me that it would be a book but unfortunately, a book with not a good ending. I have been so traumatized so bad that I would cry every morning when I woke up, I couldn't eat, I had to go to a psychiatrist, and I could do nothing such as opening mail...my bills got so far behind that my credit score went from a 780 to a 530 in know time! In fact, this week is the first week I have been able to try to start living again but like someone else commented, I'm afraid it's not over. I tried

to contact lawyers to help me because of the psychological damage they did on me but know one ever responded. I missed an awful lot of work for the past two years and I think that's data enough. I use to have very good attendance. I've even had to leave work after arriving there because De Los Santos would be on me right as I would walk in the door! One day she stepped into my face, literally a nose distance away, to tell me to do something. My students saw it and when they saw me upset later, they knew exactly why.

Right now, I'm just trying to find "me" again and I hope I do soon because this was my last year at that school and I'll be starting at a new school. I will not have the position I had while at white oak(which I do want back) but happiness is hard to have right now because of the things White Oak MS administrators have done to me. I was told in order to get justice that I would have to go through several other "hearings" through MCPS before I could actually get a lawyer and take them or just the principal to court. I just can't believe that it's okay to mess up someones mental and their life and they get to get away with it. We had 15 teachers leave this year...again! One teacher, who has taught English for over 30 years, was told she would have to teach math beginning 2012-2013...obviously, she left! Virginia de Los Santos even had other members of my department coming to me and telling me what to do...and I was the department head!!! This is not even close to the end of my story and maybe someday someone would be willing to come interview me and also help me get justice! Sorry for any misspelled words!!!

Well-loved. Like or Dislike:  4  0

101. Russ says:

[July 25, 2012 at 3:56 pm](#)

The pulling out of students, talking to your coworkers, etc...it's all a scheme to build up a "so called" paper trail against you. You don't find out about it until it's too late, and your union rep. tells you there's nothing to do...that this is done all the time...sorry...and so on.

It's all really sad.

Well-loved. Like or Dislike:  68  0



102.

103. Inay says:

[July 25, 2012 at 4:12 pm](#)

After my first year teaching, I have seen teachers bullied by students, staff bullying other staff, and admin bullying teachers. When did so many become so jaded?

Well-loved. Like or Dislike:  51  1



104.

105. Sarah says:

[July 25, 2012 at 4:13 pm](#)

I am so glad this issue is finally being discussed, and hope that some action will be taken to address this. I am also a teacher who has been bullied in the schools. I have received excellent evaluations from 99% of the administrators, yet that doesn't matter. For fear of being recognized and retaliated against, I won't go into the details. Bullying is all too common in the schools. Some administrators have acknowledged it to a certain degree, but I think they are too afraid to confront the bullies because they have allowed the bullies to have enough power to cause them significant grief. An educational institute should be a place where this is absolutely unacceptable. We should be creating an atmosphere of acceptance and give recognition to the positive achievements of people who have given so much to provide a quality education to all students. The bullies in the school have caused me more stress than the parents or students. This has to stop. What can be done about it?

Well-loved. Like or Dislike:  62  0



106.

107. Mimi says:

[July 25, 2012 at 4:26 pm](#)

Um... I'm speechless. We don't get out of our workplace enough to realize what a problem this is. My Principal has been a bully to me up till this last year. She got sick and our school population was low, so she laid out a lot of the micromanaging this year.

It started when she was AP. I was sick and missed a day of work. She and my teacher's aid came in and re-decorated my room. She took all my papers and stacked them into one pile. She took all my teaching books and stacked them in another pile. I came in the next day (still sick) and couldn't find anything. She spent the next hour in my classroom asking me where everything was. I had no clue because she had moved it all! She then went on to berate my best and brightest Kindergartener for coloring a banana purple. We had not talked about coloring things the correct color yet (no one on the team had). I was told that the principal was very worried about my teaching and that he was planning on taking

disciplinary action. I hadn't heard ANYTHING from our principal, so I called him that evening bawling. He told me that he had no problem with what I was doing and that he would tell her that "We don't harass our teachers." Our principal retired the next year. I begged him to not let her be the next principal. We had no choice.

She came in and was just as rude as before. She told us we had to lie about the mold issues going on at the school. She would often yell at the entire faculty for something that a parent or someone outside of the faculty had done. She threatened me with disciplinary action every year and threatened the entire staff with disciplinary action during a faculty meeting one day.

She kicked my niece (who has Downs Syndrome) out of the school in kindergarten after being there only 10 days. They tried no other interventions and her behavior chart papers were all adequate. What was the reason? It was either her or the teacher and they were going to keep the teacher. This is clearly against IDEA laws and my sister did hire a lawyer. She didn't take it all the way to court but did write a nasty letter to the county, the school, and the county lawyer. I was called out of my class that I was teaching and our guidance counselor was called into an office with me (I guess to prove she wasn't doing anything wrong) and she screamed at me in my face about the letter my sister had written. I didn't even write the letter. The letter said something about the possibility of me being harassed because of this issue and the thing she was screaming at me was, "How dare she think we would harass you! We don't do that here!" She was bright red and for once, I felt empowered. So I backed up into a desk and stared her right into her infuriated eyes and said, "Yes Ma'am" and "No Ma'am." That's all I said, but I felt a little taller and said it with fire in my eyes. Eventually that issue died down.

I was still having issues with how to teach the autistic kids mainstreamed into my class. They would scream through my lessons and I could not tell them to leave. So, I went to ask for help. I was told that they were my students and it was my job to teach them. I wanted training, so that is what I was asking for. The answer I got was that it was my job to teach them. So, my sister had heard about this state run group that was there for that very reason. She kept telling me to contact this person. I did so, not knowing that this was usurping powers that be. I just wanted to know how to help my students. I wasn't meeting any of their needs and was heavily stressed out about it. I was called into the office and was asked why I had called. I explained to the AP what was going on and that I had been told that there were resources that would train me and that I was looking to learn to meet the needs of this population. My AP seemed to think it was an adequate answer. My principal told us to seek out ways to learn if there were areas we didn't know about. I assumed she would see it the same way. My principal came in and immediately started taking me in circles with "why did you call them? You shouldn't have called them." I'd tell her why and she would then take me around the circle again, "Why did you call them? You should have come to us." I told her that I had. She told me that I had been really "smart alec" with her and that my behavior that day was not appropriate. She then asked again, "Why didn't you ask us for help? Why did you call them?" I asked for the school union rep

because I was crying by this point and it had been a half an hour going around in circles. We went around for another half hour with the same questions that I had already answered.

I am still at the same school. I know there are some people with worse admin.

I've started just sitting in my room and not really taking part in any activity beyond my room. That has worked well for me this year.

Hopefully, it will work well next year.

I have worked very hard to leave the school prior to this year. I still want to leave, yet I like where I live and the friends I have. I have applied to a school outside of my state this year and may apply to a county school outside my county.

Tenure and longer contracts have been done away with in our state. It makes me nervous looking for a job outside my county and the school I am in is the closest one to my house in the county I teach.

I am hoping that this year will be as good as last year and that I can stay under the radar. My principal really soft pedals things around people who have injuries. I injured my knee and she seems to have softened toward me.

I don't know. The whole thing makes me nervous still.

I see a Psychiatrist for anxiety (gee- what would I have to be anxious about?) and he wants me to find a job in another school. I just haven't been able to find one.

Well-loved. Like or Dislike:  60  4



108.

109. **Hobo1957 says:**

[July 25, 2012 at 4:45 pm](#)

I can relate to James (3:46 pm) when he states that he was abandoned by his colleagues. Sometimes, it even goes as far as colleagues being "recruited" to be bullies so that it is difficult for the administration to be held legally responsible and held accountable.

Another teacher posted that teachers' relationships with parents and families can be scrutinized. This is especially true when you are in special education (and sometimes general education) where the administration is fearful of Fair Hearings because they are often not following State and Federal laws and policies.

Especially now, it is ALL about the money or lack of it. They can be denied funding if they have too many complaints and often the educator is placed in a no win ethical dilemma.

If the teachers help the parents/students attempt to get services for their children they are labeled "untrustworthy" and "difficult" by the district. So many simply "accept" that it is best to remain silent and hope the parents figure it out on their own, if ever.

Let's face it, the fear in public education is rampant and school site administrators

and superintendants are TERRIFIED of change. The voucher system and charter schools will prevail if our educational leaders do not begin to ACT instead of REACT like they have done for so many decades. Quality leadership and vision must come from the top.

Well-loved. Like or Dislike:  26  2





110.

111. Alternate perspective says:

[July 25, 2012 at 4:45 pm](#)

Hidden due to low [comment rating](#). [Click here to see.](#)

Poorly-rated. Like or Dislike:  35  40



112.

113. Jim Hamm says:

[July 25, 2012 at 4:50 pm](#)

My wife was driven out of her teaching position by a principal who bullied her constantly. Our eldest daughter who was a minor at the time was very ill and hospitalized, fearing Leukemia. My wife took a couple of days to stay with her in the hospital. On her return to work, her boss told her that she knew our daughter was sick but the world didn't stop. Later that day, she pulled her out of her empty classroom into another room which was occupied at the time with a class and into a closet where she began to verbally attack her. She left her in the closet, sobbing. The teacher in the room gave her a box of tissues. My wife had to walk out of the room with students watching her. This is only one example of the abuse she suffered at the hands of the principal. She now works as an instructional assistant because she can not get a job in the district. We know that she has been blacklisted by this principal but there seems to be nothing we can do. Her current principal is very pleased with her work and would love to give her a teaching position but none have opened. This principal has driven dozens of teachers out of the profession while leading one of the worst academically performing schools in the state.

Well-loved. Like or Dislike:  37  0



114.

115. **ANacey says:**

[July 25, 2012 at 4:52 pm](#)

Reading the article and the comments is empowering. I've worked in four schools in two states, in three districts! My first experiences were positive; no bullies, just loudmouth know-it-alls occasionally. But my most recent tenure is in a good ol' boys network where bringing up issues is frowned upon or so I've learned the hard way. I am afraid to pursue issues of unethical behavior and even sexual harassment. We have an administrator in our district that has a history of sexually harassing women and creating a hostile environment; he hires young women and then seeks to surround himself with their attention. When this was reported, our associate superintendents nor our superintendent followed through; he still maintains a principalship, being given a second chance, despite a known history. Too many people are too afraid to come forward for fear of being "blacklisted". The union refused to help, the union lawyer at the state level said to "stop being a victim" and the fear of seeking out alternatives for fear of losing the job was overwhelming.

The working environment was so hostile, sexual jokes, looks, swearing, and lack of respect for what was right.

We had members of the faculty reporting "personal" issues with co-workers to administrators, while unprofessional behaviors were ignored because "we should all want to get along." I'm for working together, but not living in fear if I speak up about severe injustices that occur to fellow colleagues and students. When did we arrive at this point as a culture? Stand up and point out an injustice or unprofessional behavior and be shunned by those who are supposed to be in charge and set the model/tone? I'm personally burned out too and have given up on having a voice...focusing only on my classroom to stay out of "trouble." It does make for an extremely anxious work environment because a level of trust and camaraderie has been broken. It bothers me though because I thought part of my job was setting an example for students to learn by?

Well-loved. Like or Dislike:  30  0



116.

117. **Responding to "alternative perspective" says:**

[July 25, 2012 at 5:08 pm](#)

While I agree with you in part, I don't think a quarter of those in the teaching profession are ineffective—at least in the schools I've taught at it's not the case and I don't believe it's true of most schools either. Administrators have often never stepped in a classroom and evaluate teachers often with no training on

how to do so. I am a well-liked teacher by staff and students and was bullied by administrators in the past. As a high school journalism teacher who advises the newspaper, I came under fire for coverage by student journalists of teacher contract negotiations and was accused of influencing the staff. I was fortunate enough to have strong colleagues and parents who supported me during a difficult time. The principal and superintendent instituted prior review after that and picked apart ever aspect of our award-winning newspaper. It's scary that how bad and miserable they can make your life. I was yelled at in front of my class and called to private meetings to dissect the paper. I can't imagine how you could support stopping tenure—it was the only thing that saved my job. Without it, many school newspapers would cease to be nothing but propaganda for the districts. Tenure the only thing that saved me during that administration's reign. It scares me that there's a possibility we could lose it in our state.

Well-loved. Like or Dislike:  28  0



118.

119. Educator in MI says:

[July 25, 2012 at 5:22 pm](#)

It is not only "teachers" who are being bullied; support staff is well! However, unlike teachers support staff are not given the same respect and support as other educators receive. I had a parent threaten me physically – she state she was going to cut me, verbally abuse me in front of a first grade class, slash my tires and key my car. The administrator said (regarding my car); "it hardly shows dear" and regarding the physical threats; I was told to "just let it go".

Well-loved. Like or Dislike:  23  0



120.

121. Greg says:

[July 25, 2012 at 6:05 pm](#)

Happened to me when I was de-staffed from a school due to numbers. The transfer school called one of my prior schools and was told that I was a total screw-up and trouble maker. If it was the truth I would not have fought it. I took the bull by the horns called the school and asked for the principal who of course never called me back. The assistant Principal called me and I confronted him with everything that I knew was being said. He said uh, uh. Someone will call you back which they never did. Sent a certified letter to the school and called my

union cluster director. Guess, what it all stopped. When you confront the bully(s) they back down real fast. Show them that you mean business and won't put up with it and watch them cower.

Well-loved. Like or Dislike:  14  5



122.

123. **Bonnie says:**

[July 25, 2012 at 6:21 pm](#)

I teach in Wisconsin. Our governor Walker, has been the head bully against public school teachers in our state for over a year. He has told lies about me to all his friends, and got at least 1,000,000 people to believe him and turn against me. He has bashed my friends (like my insurance & my union), he's called me a thug, and stolen my lunch money (about \$4,000) from take-home pay. Now I feel school is not a warm welcoming place for me, and I am just happy that I only have a few more years left. I think this, especially the lies, should be stopped. So what can teachers do about bullies, when the head-of-the-state is the ring leader of bullying against them? What kind of example is that?

Well-loved. Like or Dislike:  42  6



124.

125. **dja92051 says:**

[July 25, 2012 at 6:22 pm](#)

I too was exposed to many of the things mentioned in previous notes above. I can only say, that even tenure doesn't stop those who want to make life miserable for teachers. It was the most devastating, life wrecking thing that ever happened to me. Reading what other teachers are going through is truly helpful. I always was trying to figure out how I could do things better, but I didn't realize that wasn't the point. Today, after years of therapy, I have rekindled joy in my life. I am sickened by the public view of education. We need to market ourselves and expose those who sabotage our ability to do our best. Democrats or Republicans are not the problems. We have inhouse cleaning to do in order for children to receive a good education. Money isn't really the biggest problem, is it?

Well-loved. Like or Dislike:  20  0



126.

127. **Brad Mauro says:**

[July 25, 2012 at 6:25 pm](#)

After reading the above story, I promptly went into the bathroom to throw up. For most of the last 3 years, I was bullied by a “colleague” who was not only married to a principal, but was also lead suckup to the principal of my school. The very passive aggressive “colleague” would run to the boss every time I sneezed. I put up with her bullying for three years...interesting how she would get all up in arms when someone bullied her daughter, who suffers from a birth related illness. The former “colleague” also suffers from numerous health related issues, most evident being severe clinical depression. Amazingly, the “colleague” would adjust her meds on her own, a practice that produced wild mood swings. Is it any wonder that I suffered a first ever anxiety attack after a day of her emotional abuse? I was prescribed a heavy duty med, which did little but make me sleepy and clearly affected my behavior. Months later, when I finally could take no more of her disrespectful behavior, I snapped and said some things I should not have said. When I was called into the office, I was confronted with a barrage of relatively minor issues that could have easily been handled in house. Sorry to say, I made one more error in judgement that I believe were related to the med, and have been sentenced to hell. While part of me is so glad to be relieved of having to deal with that teacher, most of me is grieving. I mean, it cost me money to go to work because our pay is so small, yet I pushed on and accepted that as the cost of doing what I wanted to do, which was to make a small difference in someone’s life each day. I love teaching and loved the children I taught. Parents and their children would ask to be placed in my classroom.

This bullying not only happened to me, but to another teacher who, for whatever reason (I suspect it was because she was a great teacher) got on the wrong side of the grade chair, and that was that.

Bullying is happening. It is very real. My suggestion to all educators who are being made the whipping child is to keep detailed notes, including any comments made by others witnessing the bullying. I had faith in the system, but the system left me hanging. At present, I am working with mental health professionals to get back on my feet, having lost the only thing I really cared about, which was teaching.

To those reading my ramblings, let me ask one thing of you. Please always stick up for your teammates...rally around the targets. Speak up if you see a colleague being bullied. Watch each other’s backs. Make it a point to let your partners know you have their backs, because I can tell you for sure, if you don’t watch out for each other, you may find yourself nodding your head in agreement with me somewhere down the road, and I don’t wish that on anyone.

Well-loved. Like or Dislike: 37 0



128.

129. **Katharine says:**

[July 25, 2012 at 7:31 pm](#)

We teach students not to bully, but despite our years of education, we are victims. TENURE doe NOT guarantee a job. It just means the admin has to have cause, tell you the cause, and allow a period of time for changes, allegedly improvements. Most admin got out of the classroom as Fay's as they could and really take their pay as puppets. The bullying is often long term. They need something to fix because they do not want to go back into a lass room and take the cut in pay. Sometimes, it is the result of good old boy networking.

More people need yo know teachers are bullied by admin, parents and even kids empowered by the admin. that tenure does not mean complete job security is also unknown. Will this article sent to teachers or the comments be publicized anywhere else?

Well-loved. Like or Dislike:  20  0



130.

131. **montgomery county maryland teacher says:**

[July 25, 2012 at 7:43 pm](#)

Bullying is a huge problem in education. Six teachers in Montgomery County Maryland have sued their Principal and the MCPS Board of Education. There trial is set for two weeks in May, 2013. The teachers involved in the lawsuit followed federal laws and MCPS Board guidelines to the dismay of their principal, who was not following rules and laws. The principal's inappropriate and bullying behavior caused and continues to cause extreme harm to students, staff and parents in the Kemp Mill Elementary Community. More specifically, with regard to the Montgomery County Lawsuit, extreme bullying occurred by the principal toward staff members who maintained integrity and honesty with regard to following the law and protecting their students.

If you are interested in this case, you can google "Kemp Mill Elementary School" or Floyd Starnes (the principal) and you will be able to read about the case and read the lawsuit. The actual lawsuit can be read if you google "Gazette, Floyd Starnes Lawsuit"

This bullying must stop, and NEA should do everything possible to protect their members from this form of cruel behavior. A teachers work is demanding as it is, and when you are subjected to a bully principal, it makes it very hard to focus on all that has to be done for the precious children that we teach. Our teachers and

our children deserve better than this.

By the way, NEA, at the local level, has not been helpful at all to these teachers. Doug Prouty, MCEA president stated that the issues at the school were too political for the union to do anything about, and Jerome Fountain, MSEA Rep, told the abused teachers to go back to their classrooms and "brighten their corners" after they shared the abuse they were being subjected to by their principal.

If anyone in NEA has any interest in helping the teachers and students at this school, I am confident that the teachers in this lawsuit would welcome any help offered from their union. So far, the local NEA reps. have not been helpful.

Well-loved. Like or Dislike:  15  1



132.

133. montgomery county maryland teacher says:

[July 25, 2012 at 7:53 pm](#)

For ANACEY: Do you work in Montgomery County Maryland?

Like or Dislike:  0  0



134.

135. So cal teacher says:

[July 25, 2012 at 7:54 pm](#)

Hidden due to low [comment rating](#). [Click here to see.](#)

Poorly-rated. Like or Dislike:  11  18



136.

137. experienced says:

[July 25, 2012 at 7:56 pm](#)

I am a special educator with MANY years experience, many endorsements, many degrees. I never had a problem with administrators until I completed a doctorate. I spent my career in a southern state. I only completed the doctorate because I wanted to teach teachers which I did parttime as an adjunct at the local university for 15 years. Soon after I finished that degree, our (middle class suburban) school got a new principal who was male and of another race. I am female and grew up in a military community which was multicultural, multiethnic. I

have NEVER suggested that anyone use the Dr. title. The new administrator always emphasized the “Dr.” when he spoke to me as opposed calling others by their first names. (He does not have a doctorate.) The harassment began immediately, constantly criticizing everything I did in my self-contained class of 25 students grades K-5. After several years, I moved to another district in the same state to a Title I school. I had previous experience on Title I schools. The harassment was the same by the female principal there of another race. She, too, made a point of using the title “Dr”. and also does not have a doctorate. However, she harassed ALL teachers of a different race until they left. After 3 years there, I retired to get away from her. I moved to Alaska and taught there for the health insurance and the MONEY they offered. It is the MOST multicultural, multiethnic state I have ever worked in (93 languages spoken there). The principal was female and of my same race (without a doctorate). The whole staff used the title and I had a really good experience there with no harassment. After 4 years of subzero temperatures, lots of darkness, and many SCARY animals, even in the city (there’s a reason they call it “THE BIG WILD”), I decided to move to Florida for the sunshine, with the intention of working for a few years until Medicare and Social Security kick in. I could not determine whether the harassment was because of race or my level of education. However, here, in my Title I school in Florida, the principal was female, of my race, without a doctorate. No one at my school uses the title, which is FINE with me. When I am asked what school I teach in, people ROLL THEIR EYES AND GROAN AS THEY MENTION THE PRINCIPAL’S NAME. The culture of this school was one of “snipers” and “targets.” The Snipers were the “mean girls” who were very close to the principal and very close to each other outside of schools. The Targets were usually new hires. Many teachers transferred out yearly. After 2 years as a Target, I went to our union rep (for the first time in my career) with a laundry list of 2 years of harassment. I was told that I was one of the MANY complainants for YEARS. The mrep thought that the union finally had enough to get something done about her. She was put on an “improvement plan” and transferred to a nonadministrative position in the district where she will not have the careers of teachers in her hands. The superintendent resigned after complaints the he was not properly disciplining administrators. The coming school year will tell the tale in our school. Perhaps my experiences had nothing to do with race, gender, or level of education and all those elements were coincidental after my first 25 years of successful teaching with bullying issues. I HOPE SO! Maybe there are just MEAN, SPITEFUL people among principals as there are in all situations!

Well-loved. Like or Dislike:  12  0



139. experienced says:

[July 25, 2012 at 8:05 pm](#)

I am a special educator with MANY years experience, many endorsements, many degrees. I never had a problem with administrators until I completed a doctorate. I spent my career in a southern state. I only completed the doctorate because I wanted to teach teachers which I did parttime as an adjunct at the local university for 15 years. Soon after I finished that degree, our (middle class suburban) school got a new principal who was male and of another race. I am female and grew up in a military community which was multicultural, multiethnic. I have NEVER suggested that anyone use the Dr. title. The new administrator always emphasized the "Dr." when he spoke to me as opposed to calling others by their first names. (He does not have a doctorate.) The harassment began immediately, constantly criticizing everything I did in my self-contained class of 25 students grades K-5. After several years, I moved to another district in the same state to a Title I school. I had previous experience on Title I schools. The harassment was the same by the female principal there of another race. She, too, made a point of using the title "Dr". and also does not have a doctorate. However, she harassed ALL teachers of a different race until they left. After 3 years there, I retired to get away from her. I moved to Alaska and taught there for the health insurance and the MONEY they offered. It is the MOST multicultural, multiethnic state I have ever worked in (93 languages spoken there). The principal was female and of my same race (without a doctorate). The whole staff used the title and I had a really good experience there with no harassment. After 4 years of subzero temperatures, lots of darkness, and many SCARY animals, even in the city (there's a reason they call it "THE BIG WILD"), I decided to move to Florida for the sunshine, with the intention of working for a few years until Medicare and Social Security kick in. I could not determine whether the harassment was because of race or my level of education. However, here, in my Title I school in Florida, the principal was female, of my race, without a doctorate. No one at my school uses the title, which is FINE with me. When I am asked what school I teach in, people ROLL THEIR EYES AND GROAN AS THEY MENTION THE PRINCIPAL'S NAME. The culture of this school was one of "snipers" and "targets." The Snipers were the "mean girls" who were very close to the principal and very close to each other outside of schools. The Targets were usually new hires. Many teachers transferred out yearly. After 2 years as a Target, I went to our union rep (for the first time in my career) with a laundry list of 2 years of harassment. I was told that I was one of the MANY complainants for YEARS. The rep thought that the union finally had enough to get something done about her. She was put on an "improvement plan" and transferred to a nonadministrative position in the district where she will not have the careers of teachers in her hands. The superintendent resigned after complaints that he was not properly disciplining administrators. The coming school year will tell the tale in our school. Perhaps my experiences had nothing to do with race, gender, or level of education and all those elements were coincidental after my first 25 years of successful teaching without bullying issues. I HOPE SO! Maybe there are just MEAN, SPITEFUL people among principals as there are in all situations! If this

appears twice, I made some corrections and resubmitted

Like or Dislike:  3  2



140.

141. Amanda T. says:

[July 25, 2012 at 8:14 pm](#)

I was the target of workplace bullying my second year at my current school. A colleague of mine was humiliating and terrorizing students. His students would come to my room for class after his. They would be late and in tears. I grew extremely concerned for the children and tried to discuss it with him. He began to raise his voice to me and accuse me of all sorts of things. I asked him to leave my classroom and he refused. I was so scared. I ended up running out of my room to the office. He followed me into the hall and continued to yell at me in front of other colleagues and students. My principal was gone that day. I stayed in the office until school began. I e-mailed my principal to tell him what happened. He did nothing. He continued to do nothing the rest of the year. I stopped speaking to that colleague out of fear. He however was allowed to go all over the school, and our small town, and spread rumors about me that I am still dealing with four years later. My colleague did eventually quit at the end of the year to take a job in another district. Now he teaches in another town. I fear for those students and teachers.

Now the biggest bully we have in our building is our principal. He gossips and spreads rumors. He is constantly throwing different people under the bus. He takes no responsibility for anything. I am hoping to find another teaching position soon.

Well-loved. Like or Dislike:  11  2



142.

143. Esther says:

[July 25, 2012 at 8:27 pm](#)

I am still struggling with trauma caused by a Special Education Director, who threatened to have me fired after 20 years of experience. She was the cause of much emotional trauma. I am near retirement, and endured her "bulliness" simply because I know this whole episode will be over soon. I have lost confidence in the educational system. I am no longer the cheerful, happy, innovative, and encouraging teacher I once was. These "toxic" administrators need to be stopped!

Well-loved. Like or Dislike:  17  1





144.

145. [Mari Bradley](#) says:

[July 25, 2012 at 8:29 pm](#)

Hidden due to low [comment rating](#). [Click here to see.](#)

Poorly-rated. Like or Dislike:  4  20





146.

147. [Mari Bradley](#) says:

[July 25, 2012 at 8:45 pm](#)

In response to Sara:

Did you not have an inclusion teacher in your class??

Like or Dislike:  0  0





148.

149. [Mari](#) says:

[July 25, 2012 at 9:08 pm](#)

Hidden due to low [comment rating](#). [Click here to see.](#)

Poorly-rated. Like or Dislike:  3  11



150.

151. [Ratgirl](#) says:

[July 25, 2012 at 9:09 pm](#)

“Alternate perspective” claims teachers cannot be fired. Really? I was fired in 1995 for refusing to run an anti-gay/heterosexist classroom. Why? Because I know such attitudes enable BULLYING. Yes, I did fight the dismissal, and ultimately I came back (minus over 30K lost in pay/benefits, but with a clear conscience).

Well-loved. Like or Dislike:  10  1





152.

153. To Mari says:

[July 25, 2012 at 9:16 pm](#)

I'm glad you've never experienced this, but I've seen teacher's driven from our district from sexual harassment and quit because they could no longer take the cruel remarks to students and staff (such as called my editor a "little bitch" and a mural students painted "shit."

Like or Dislike:  2  0



154.

155. Tim says:

[July 25, 2012 at 9:18 pm](#)

I am shocked that NEA would censor people's comments just because others disagree with them. Isn't that the idea of a comments section for people to air their views. Even if I disagree with a comment, it should still be posted. As for the censored comment, I totally agree that we need to work to get incompetent educators away from children. But this is still never an excuse for bullying. There is never an excuse for bullying by administrators, and especially not by fellow educators. We need to work together to educate students.

Well-loved. Like or Dislike:  11  0



156.

157. Sarah says:

[July 25, 2012 at 9:33 pm](#)

To So Cal Teacher,

There is a difference between being bullied and having an administrator who is trying to weed out teachers who perform poorly. Not everyone is a good teacher, but there are many very good teachers who are bullied. If you haven't been subjected to this, consider yourself very fortunate. I have been fortunate to have worked for good administrators, with the exception of one, that were not bullies. The one that was was a nightmare to all the good teachers that worked under her. I have also been fortunate to work in some schools where I didn't encounter

bullying among teachers, and the focus was on performance of teachers. It sounds like you are in such a situation, and you are lucky. Unfortunately, I am currently in a school where there is a group of about 6 teachers, who are very close friends, and terrorize others. The queen bee doesn't want anyone there who she can't control or who doesn't jump at her command. She has lied, manipulated situations to cause trouble for other teachers, and taken actions and inactions that have had an adverse impact on the education of some students, just to get what she wanted. This is a scene right out of "Mean Girls" and the administrator she reports to seems afraid to address the issue. I know of at least a few educators in the building, that aren't in her group, that have felt terrorized. Many suffer in silence and keep to themselves. This really does happen and has nothing to do with the abilities of the teacher to teach. There are laws that protect students from bullying. From reading all of the comments, this situation doesn't seem to be uncommon. Because there are some teachers who don't do a good job (the minority), and some schools that have good administrators that don't allow such behavior in their schools, please don't ignore the fact that this is a very real problem. Wouldn't it be great if teachers didn't have to worry about this very real nonsense, and put all their effort into teaching students? This issue needs to be addressed.

Well-loved. Like or Dislike:  12  0





158.

159. **Selena says:**

[July 25, 2012 at 9:35 pm](#)

How about bullying by the union when you decide to cancel your membership and they won't allow you to? When is that going to stop?

Hot debate. What do you think?  6  8





160.

161. **Raginne M says:**

[July 25, 2012 at 9:40 pm](#)

WoW, I have been bullied by my principal and just realized that it is bullying! My principal has been doing petty things to break me since he came to my school. He started by picking on my colleague and then firing her. He told her she should go d other people to hangout with and questioning her relationship with students. After that he hired an assistant coach for me but she turned out to be a really

nice person. We hit it off so he failed at getting information from her (no spy there)! He fired me from coaching because I refused to let a parent that filed bullying papers on me (after she jumped in my face in front of over 30 athletes after a practice) run my team! Next, he sat in an interview with his new coach and trashed my name, which this coach felt she would continue to do with my players. I found out and she did not get the respect she would have if she would have came in with an open mind. He allowed her to refuse to share office space and she accused me of being a thief! My local union hit involved and nipped this in the bud, but the damage has been done with her. The last straw with him was taking things away from my students that provided financial support for them. He fired me from my advisor position which I have accomplished national recognition for the school for six years. His reason he said "I don't want to put you through the torture of another homecoming." I have been doing homecomings for the past nine years so, if I didn't have other people hands in the mix it would have continue to run smoothly! I am too strong to be broken by an arrogant, micromanaging, clueless peon! I will prevail and I don't need medication to deal with him! GOD will remove all weapons that attempt to form against me and show him that until he do right by me everything he do will FAIL!!!

Like or Dislike:  3  0





162.

163. techchick says:

[July 25, 2012 at 10:00 pm](#)

So I had a teacher try to bully me. Wanna know what stopped it. I just pulled out my ipad in front of her and pressed record. She says anything to me at all now days, I just pull it out and it shuts her up. And I would suggest that if someone comes in your room and starts screaming. Let them. Film it. Post it online. Watch their downfall.

Well-loved. Like or Dislike:  9  2



164.

165. Gwen says:

[July 25, 2012 at 10:01 pm](#)

Mari and a few others have no idea what it is like to work in a situation like this. Some of these people may be poor teachers but research suggests that people are most likely to be abused at work have highly held convictions and have a history of good evaluations. If you read the responses carefully you will see

inappropriate and immature behavior on the parts of the administrators. If someone is a poor teacher a good administrator will try to help them in a professional manner and may then start on proceedings to terminate them. They will not do silly things like those shown above. Bullying is a real and common problem in workplaces that do not have strong administrators. I have been bullied by a two principals and a coworker. I have also had positive relationships with many principals and have an excellent team I work with now. The local union reps are not very helpful with these types of situations they seem to have become more representative of administrators then teachers. Having good test scores for students and good results for student growth will not stop a bully from going after you, I know. If our local Unions would support us more it would help control these abuses but they rarely do so. I have been a union member forever and so was my mother and others in my family. I will continue to be but I have become very discouraged with them. When society as a whole is negative about teachers it empowers individuals that behave this way as well.

Well-loved. Like or Dislike:  20  0



166.

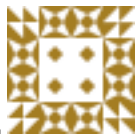
167. Stcatz says:

[July 25, 2012 at 10:20 pm](#)

I was also bullied by a principal mentioned in the main article. Unfortunately, there were a lot of teachers bullied at that school and the NEA affiliate almost never helped. I was bad-mouthed by another teacher and yelled at by the principal on several occasions because of information falsely reported by a substitute teacher who would listen in the faculty lounge and then tattle to the principal.

Two different teachers (including myself) had nervous breakdowns in two different years, and the turn-over rate at the school was between 65 to 75 percent a year. And yet, this principal got a statewide administration award. Unlike what the article states, NEA membership doesn't really seem to protect teachers. What can be done?

Well-loved. Like or Dislike:  19  0



168.

169. total agreement says:

[July 25, 2012 at 10:46 pm](#)

Bullying in schools is a real deal. Our secretary bullies staff, parents, etc. Some male teachers have said if you kiss up to her you get what you need. As one of the school counselors I hear all about her rude behavior. I have had staff in tears over her rude comments. I have told the principal repeatedly and he says "it is being taken care of", yet nothing has changed, It really is a set up in the schools. Policy says to go to the person first if you have a "problem" ; well, we all know the victim should not have to confront the abuser. So then we should go to the principal, who, in my case, does not want to get involved. Then if we mention going to the superintendent or union, it feels as if we are threatening our boss...who could in fact, make our job fairly intolerable. If they want you "out", they will find a way. The gossip and back stabbing is ugly in my school. I consider it a hostile environment. There is no "safe way" to seek support. If we don't feel safe our performance clearly suffers. Can the NEA propose a safe protocol for this issue?

Well-loved. Like or Dislike:  15  0





170.

171. **WA teacher says:**

[July 25, 2012 at 11:03 pm](#)

There is something that NEA can do to help curb bullying. In my experience, and sadly from the posts here several others share that experience, bullying often comes directly from fellow teachers or from administrators or parents who have received "confidential information" (gossip) provided by another teacher. (I'm not talking about reporting child safety concerns, that does not qualify as bullying.) My husband is a member of a different union who imposes fines on union members who bully members this way. Union procedure states that if they have a problem with a fellow member, they are to talk to that member directly, or meet with that member with a union representative to work out the problem. Members are not to go to an administrator and report a fellow member. Repeated offenses can result in loss of union membership. This is something that NEA could impose much more quickly than legislation and could have a significant impact on this problem. Let's regulate ourselves rather than looking to someone else to do it. Then – after we've taken steps to protect our members inside our organization – we can take on bullies from outside our organization.

Well-loved. Like or Dislike:  8  0



172.

173. **AG says:**

[July 25, 2012 at 11:07 pm](#)

Another form of workplace bullying is called “workplace mobbing”. It is a specific type that occurs when one or two people feel threatened or jealous of a coworker, and begin harassing and scheming against the other person. The dangerous part of this is that others are easily pulled into the “gang” and it can spread to the point that most of the staff is involved. The victims sometimes suffer very serious psychological and physical effects. This happened to me at the beginning of my career and lasted about 7 years until I was able to leave the environment for another with much better leadership. It was there that I gained my confidence as a teacher and self worth as a person. I was treated with respect and dignity. I was praised for a job well-done and was given constructive advice when I could improve something.

Google “workplace mobbing”. There is a website dedicated to it, and it is also described in Wikipedia. If you see it happening at your site, first, offer support to the victim. Then take a copy of the article to your administrator and describe your concerns. If it happens to you, contact your site’s association representative.

Well-loved. Like or Dislike: 10 0



174.

175. **Aviele says:**

[July 26, 2012 at 12:08 am](#)

I agree with Bonnie. In Indiana, the biggest bullies are our current governor, our Education Secretary, and the Majority legislators.



We as teachers have been so vilified that it is like a disease that is spreading down, into the administrations, the schools, the families, and the students. I the past 4 or 5 years I have seen an incredible increase in disrespect in the classroom. I’ve had students say to me that they could get me fired because of the new laws.

Three years ago I had a principal who put a target on my back, and the backs of the other “older” teachers. He did everything he could to make our lives miserable. Evaluations were some of the most creative works of fiction I have ever read. Fortunately, we stuck together and none of us lost our positions. I did, however, transfer to a different building where I’ve had no problems...kind of like it was before that principal came on board. My current principal respects me.

That said, I know that he takes an awful beating (bullying) from the upper administration in order to protect his teachers. And I truly respect him for that. He has not caved to the pressure, rather he brings to us the proposals being made

(mandates typically) and asks how we, as a faculty, can make them work. And students don't mess with us as much either. He's not afraid to show them the door, in spite of pressure from the state and supt. He believes we are here to teach, and students are here to learn, and disrespect and hostile working conditions interfere with that.

I've survived a bullying principal, but I'm not so sure we are going to survive bullying politicians.

Well-loved. Like or Dislike:  6  1



176.

177. montgomery county maryland teacher says:

[July 26, 2012 at 12:14 am](#)



There are various groups/organizations working on a healthy workplace bill so that it becomes law that you may not bully in the workplace, and if a person chooses to bully in the work place, there will be a legal remedy for those who are being bullied.

David Yamada has a blog "minding the workplace" and he is working hard to establish a healthy workplace bill, state by state. It might be very helpful to read his blog to connect with others.

There is a wonderful organization, "The Workplace Bullying Institute" and their website is extremely helpful. There is a lot of information regarding what to do, and you can conference with members of their organization, and they will do their best to help you.

I hope this is helpful.

On a different note, I am grateful to NEA for running this article, but, what NOW does NEA plan to do to help their members? The bullying described in this article and in the many comments shared shows that this unhealthy behavior has been occurring for some time. How will NEA address the pervasive bullying? Are you going to help your members?

Well-loved. Like or Dislike:  9  0



178.

179. Aviele says:

[July 26, 2012 at 12:30 am](#)

To Brad Mauro

Great advice, keeping records. I kept a journal when my principal-from-hell was

on his rampage.

When my particular case went before the corporation attorney (with my president and uniserv director), my notes were legal documentation. His evaluations were not. As he sputtered and tried to defend his lies, the corporation attorney finally told him just to shut up.

I love my union membership.

Like or Dislike:  3  0



180.

181. **carmen says:**

[July 26, 2012 at 1:23 am](#)

how about teacher who treat teacher assistant like maid and then principals are backing them up.

Like or Dislike:  1  0





182.

183. **Deidre says:**

[July 26, 2012 at 8:09 am](#)

When reading this article, I was surprised that there wasn't an angle on how students bully teachers. I found this particularly true when entering the high school after teaching exclusively at the middle school level for four years. Against my will, I was transferred from a 7th grade, mixed ability, world history setting to an 11th grade, advanced placement, U.S. history setting. I was woefully unprepared. I had tirades posted on Facebook about me, had photos of my now-husband posted on Facebook (and the kids were nice enough to comment on the photos), and had my reputation trashed as being a "witch" (the best comeback when all else fails). Through it all, my supervisor and administration did not punish the children for their FB comments (no policy existed in the code of conduct to guide what their punishment should be), and told me to just make the class easier to survive the year. I went to my union rep who said that I could fill out a HIB form, but it was unlikely to bear any fruit that wouldn't make the situation worse. Isn't this precisely the reason that we have HIB? To give the bullied the chance to report and feel like action will be taken? I'd like to see some research into the area of teachers who feel harassed by students.

Well-loved. Like or Dislike:  4  0





184.

185. **Marie says:**

[July 26, 2012 at 8:36 am](#)

I am not surprised by this one bit. I have been an inclass support teacher for the past 17 years. Most teachers are wonderful and we work well together. However, some feel as though I am in their class to spy or judge their teaching rather than help the students reach their goals. This year was extremely abusive. One of the teachers that I worked with did not want my special needs students or myself in her classroom. She abused them verbally on a daily basis! She raised her voice, roll her eyes, made several cry and at times make fun of the behaviors of my students. Other teachers have come to me to expressed their concerns on how she treated me and the students. Parents came in droves to complain to admin. but nothing was done. Almost seemed like the admin were scared that she would bullying them. She will be starting back in Sept. with a whole new group of children to abuse...such a travistry!

Like or Dislike:  1  0



186.

187. **Greg says:**

[July 26, 2012 at 8:40 am](#)

Responding to our I pad friend. Good going! Also never ceases to amaze me the arrogance of teacher teachers that bully other teachers. Length of service. Does not equal supervisory authority. Everyone. In theory is a lateral employee including lead teachers. Would never guess that is reality from. My experience. In education. Admin needs to address those beliefs and has not in my experience. The power trips and bullying. Continue.

Like or Dislike:  2  0



188.

189. **Nicole Buckle says:**

[July 26, 2012 at 9:43 am](#)

I think the school bullying epidemic is indicative of a increase in bullying within society. Look at much of the political rhetoric we see on TV. Sarah Palin urges American's to "reload" in order to "take back America"? A Congressman yells "Liar" at our President during his State of the Union speech? I'm sure you could think of other examples, both subtle and downright blatant.

Like or Dislike:  2  0



190.

191. **Kim Werner** says:

[July 26, 2012 at 9:54 am](#)

I want every bullied school employee to check out their districts' bullying and harassment policies. Unlike the private sector where bullying leadership is a free-for-all..and there are no protections, most districts in their bullying and harassment policies "protect" employees as well as students. I know that's little comfort for those of us being harassed, bullied and abused by principals. I know we bullied targets are just crying out for someone in our districts—some tippy-top leader somewhere—to do the right thing and keep us, their employees safe. They mostly do not. They mostly keep each other safe with stellar evaluations and blind eye turning. That feels crazy. It seems absurd to expect bullying prevention efforts for children to be successful if employees are not, first, safe from bullying administrators.

I invite you to check out my website: <http://www.apiecefullworld.com>. I cut from A Piece Full World the information below. I'd taken a leave of absence from my abusive workplace and probably like many of you, I'd researched workplace violence and abuse. I discovered The Workplace Bullying Institute (WBI). I attended that amazing organization's training this past January. The information below is from WBI. It's in my words. I sincerely hope it helps.

Targets, you must:

1. Externalize the bullying.

It is not your fault.

2. Name it.

Call it whatever you want. Call it psychological assault, bullying, harassment or abuse.

3. Own it.

It's yours. You get to call the abuse you are experiencing by your boss whatever you want. His/her abuse of you is your experience. No one can take the truth of that away. No one, even if your reported case, like mine, is found to be "unfounded", can take away the truth. That knowledge was liberating for me.

4. Talk about it.

Once you've named it, go ahead and talk about it with people. If you are doing what I did when I was targeted, you may be keeping it quiet. You may be guiltily moving about your day.

Let me tell you again; IT IS NOT YOUR FAULT! YOU DID NOTHING TO DESERVE THIS ABUSE! Because that's what it is pure and simple: ABUSE.

By naming the abuse and talking about it, you take it from inside your suffering self and place it outside your suffering self. The "What did I do to deserve this?" question becomes a "Hey, how come s/he's doing this to me?" conversation.

Next we will look at some sad statistics. Abusive leaders rarely suffer consequences. More often than not they get promoted.

Targets, (you too district leaders), be informed:

Bullies have support systems. 43% have executive and senior management support. 33% have peer support. 14% have HR support. That's a lot of support. Bullies bully with impunity. 54% have no consequences. 28% are rewarded with promotions and stellar evaluations. 14% are investigated. Only 4% are punished or terminated.

The statistics, as you might imagine, are starkly different for targets. That's next up.

02/21/12: What stops the workplace abuse and bullying? (Targets: you will not be happy to read this).

36% of targeted men and 41% of targeted women must quit; 13% of targeted men and 25% of targeted women are terminated. 14% of targeted men and 8% of targeted women are transferred.

That's 63% of targeted men and 74% of targeted women who GIVE UP THEIR JOBS! This, after the hell of workplace bullying.



Compare that to the 82% of workplace bullying leaders who either get promoted or suffer no consequence. Let me write that again: they get promoted (!!) or just continue on their "merry bullying way...."

Targets, remember this: You did nothing wrong. You are excellent employees. Your excellence is a big reason you are targeted now. Once you are targeted, it doesn't matter how many extra hours you put in; how many bulletin boards you decorate or how many parental support letters you have. Doesn't matter. You must accept that. You can do nothing to "win over" your bully.

What matters is that your boss has targeted you. Reasons vary. The issue is that HER/HIS bosses have created a culture where bullying and abuse are accepted. Ultimately, responsibility for the torturous work environment in which you now suffer lies with upper management.

Workplace abuse is a life threatening event. You must get out.

Kim

Well-loved. Like or Dislike:  5  0



193. montgomery county maryland teacher says:

[July 26, 2012 at 10:24 am](#)

Kim, I agree with everything you posted in your blog.

Again, I would encourage everyone reading these comments to read the information on the Workplace Bullying Institute website as Kim suggested. There are excellent videos on the website as well.

As far as what to do.....I agree with Kim 100%. Do as much as you can to leave your job and find work elsewhere. Sadly, nothing much is done to the bully. In school districts, principals are like emperors. They have no accountability, and it appears that the superiors (friends) of bully principals are not willing to do what is right for all concerned. In fact, they go out of their way to cover for the bully.

If you are finding this hard to believe, just look at what happened at Penn State. Not one person in that organization was willing to do the "right" thing, NOT even to save a child from sexual abuse.

I was put on medical leave by my doctor for being extremely bullied by my principal. I was depressed and filled with anxiety at the thought of walking into the building. What I have learned, from that experience, is that once you are targeted by your principal, there is no turning back. The bully will be relentless in making your life miserable. Once they get rid of you, they pick another target and begin all over again.

It is important to note, targets are typically the most accomplished and ethical members in their school setting, and that, in fact, is why the principal bullies his/her target. The bully, in his/her mind is threatened by the target. Bullies do not consider honesty and integrity to be virtues. Rather they view a person with these virtues as a potential problem.

This is such a shame, because we want teachers who are honest and who have integrity as role models for our children.

Lastly, where is our representation by our union in all of this? I would like more information with regard to what NEA is planning to do about the pervasive bullying.

Like or Dislike:  2  0



194.

195. Cindy says:

[July 26, 2012 at 10:29 am](#)

I was bullied so bad at one school, that I left and had a heart attack. I feel I am being bullied where I currently teach. When will something be done? I want to teach, I love to teach, but should I continue and risk another heart attack?

Like or Dislike:  2  0



196.

197. **Pitts Middle School** says:

[July 26, 2012 at 11:20 am](#)

Wow, I have heard a lot of stories just like these at a middle school in Pueblo Colorado (Pitts Middle School) Two principals on a major power trip. Out of Control.

Like or Dislike:  2  0



198.

199. **Mark** says:

[July 26, 2012 at 12:17 pm](#)

Everyone seems to discuss poor teachers. How about poor administrators? No one seems to be “bullying” them into leaving. Power can go to people’s heads

Like or Dislike:  3  0

200. **Wahoowa** says:

[July 25, 2012 at 10:53 am](#)

This happens everywhere all of the time. I don’t know which is worse: behavior of administration or the parents. At least when the behavior of the child is poor, there is some sense of willingness to forgive. But, when grown adults like to bully teachers, there is no forgiveness. I have witnessed it on many occasions, including seeing it happen to my wife. By the way, we teach in the same school. Three years was enough for her. Teachers are afraid to speak out for fear of having a target on their back. And, it wasn’t just my wife. I have witnessed other teachers and one of my assistant principals being bullied. It is a growing problem.

Well-loved. Like or Dislike:  86  0



201.

202. **Shay** says:

[July 25, 2012 at 11:10 am](#)

I know exactly how some of these people feel. I had a principal just last year who never said a negative thing to me. He was friendly at times and seemed easy going. Then out of no where I became “the terrible teacher” and was involuntarily transferred to a new school without any say. The principal never stepped foot in

my room and yet he began to say mean things to me if he wasn't ignoring me. I later found out that it really started from another staff member who didn't like me. My principal took everything that staff member said as "gold" and I was on the chopping block. I just keep hoping they will get theirs.

Well-loved. Like or Dislike:  67  5



203.

204. **Nata says:**

[July 25, 2012 at 11:11 am](#)

Our governor pressured districts into starting a merit pay system or there would be no money for salaries. But even though our negotiators came up with a good, positive plan, it got minutia-ed to death and, every plan is open to abuse. I will never support the idea of a "colleague" judging me even though admin doesn't always do a good job either. And with these plans, ahead of time you could list all sorts of "what ifs," but you would just sound negative. A large majority still votes for this plan even though they complain about the work. It's one-size fits all, the expectations are that you will be doing this long list of "strategies" within 45 minutes, of course.

I first reported the bullying by my observer to one union person and to my admin, who was sympathetic, but just gave me ideas for how to respond – to the repeated grilling and off-topic attacks. She would interrupt my answers with repeated grilling in a tone of a prosecuting attorney. The following year, she grilled me repeatedly over trivial issues, graded me lower and lower without letting me see her notes. My self esteem plummeted. She wouldn't even discuss the positives – that WERE my goal – but focused only on the slightly-off behavior of a class, the day after a holiday and the week after my mom died (they had had subs for days) I finally told the union pres, who is her best friend, who then observed and also "saw" the 1-2 things out of a million very impressive things that hour... The two of them ganged up on me unexpectedly during CONFERENCES!!! I disagreed with their interpretation of the GOAL, what the goal WAS (managing "procedures" is not managing "behavior") not to mention how important their focus was – no room for response other than their "way," calling out tardy students in front of the class, while I'm busy helping ELL or spec needs students?? I was so proud of what the 36 kids did that day, but I was supposed to lock the door or call negative attention to an EXCUSED TARDY??? There was no way to appeal, the state union was very sympathetic but would not attend a hearing because that would inflate admin, etc. So I lost, I was defined as a poor teacher after 32 years, and I took early retirement the next year.

Well-loved. Like or Dislike:  55  3



205.

206. **Beat Down says:**

[July 25, 2012 at 11:11 am](#)

I have worked in my school district for 30 years. I have all positive ratings from my administrators on all levels building and district wide. However, one of my "team" members has been verbally abusive to me for all of my career. I tried everything to appease this person, to no success. I had to shut up and take it because I could not go to the Union about it. She and her husband were the Union President and Vice president. When I spoke to administration and demanded that the bullying be stopped, they said it was a "Union" issue. Finally a new Union President was voted in, and all she did was say "Let's meet and talk"! I finally spoke to my own lawyer and he said if it didn't stop, he would advance legal action. When I told the new union president that, it magically stopped. The last year was wonderful and my stress level went way down. The bully retired.

Well-loved. Like or Dislike:  50  1



207.

208. **schoolcounselor says:**

[July 25, 2012 at 11:17 am](#)

When the district that I worked in as a school counselor lost both its principal and assistant principal/AD the same year, two teachers from within the district were hired to replace them. These were folks that I had worked with many times over the years when they were teachers, and looked forward to their leadership. For whatever reason, they made my life hell. The principal became a "wannabe" school counselor. She micromanaged my position and others in the school. I was now "out of the loop," not a part of a team approach that had worked so well for years before when dealing with student issues, whether they were behavior, academic, social, or emotional. Others saw what was going on and could not believe it. A handful of close colleagues spoke up on my behalf. I stood my ground, but in the end, they won. I left the district as did several others.

Well-loved. Like or Dislike:  42  1



209.

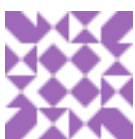
210. **Betty Boggs** says:

[July 25, 2012 at 11:27 am](#)

Wow...I didn't know I was not in the boat alone. I have been bullied by my co=workers for 14 years. I finally spoke up and said I was going to file a bullying complaint against them...the district offered me a buyout. I took it because it would be a long drawn out fight to get it to stop and make those who were doing it accountable. I had to change my life because of them. I was in a small town and became isolated because I would be glared at. They turned parents, whom I had never met, against me by the first day of school. We had a new principal, who had walked into the lions den. He did what he could, but it wasn't enough. How do you stop this? Really, what are districts doing, except letting those who are bullied go? Why does it seem there is no support for those who are doing their jobs and those who are spending all their energy to bully others are not doing their jobs. Why are they not stepping in to protect the bullied teacher? It is the kids who really suffer. They get rid of teachers who focus on teaching and keep those who focus on being in control. The lesson they are learning is that being a bully pays off.

You pay the union for help, but they step back and say " Well, we can't represent a teacher against another teacher." So who is out their to support the bullied teacher? No one!!!!!!P

Well-loved. Like or Dislike:  40  0



211.

212. **Dave Koven** says:

[July 25, 2012 at 11:33 am](#)

Teachers are too darned nice. This only encourages the bullying. If you have to go down, go down fighting. Threaten these administrators with going to the press and describing their behavior. Put THEM on the defensive. Local press loves a juicy controversy. Let the administrators have to publicly explain their methods. Bring a trusted friend to all meetings to act as a witness. Since unions are powerless now, teachers need to form a professional association like the Lawyer's Bar association or the Doctor's American Medical Association. You can handle teacher discipline in private with your peers, like a real professional instead of "Ichabod Crane". Clearly, the person who buys the toilet paper should be under the teacher's control, not over them. Administrators, by and large, are not educational innovators. That would be too scary politically. They are largely judged on what condition their building is in. They have a vested interest in finding things wrong even when there is nothing wrong or there would be no

reason for them to come to work.

Well-loved. Like or Dislike:  35  0



213.

214. **Mecca says:**

[July 25, 2012 at 11:35 am](#)

Just want to clarify Lieutenant's comment about special needs students. There is no limit to how many suspension days a student with disabilities can receive; they just have to receive supplementary educational services after the 10th day. I am so thankful to see this article and these responses from teachers to the NEA article. I have been bullied beyond belief by administrators and students. Yes, it absolutely take a toll on your health and well being. I am cussed at, threatened, and humiliated by teenage "special Ed" students almost on a daily basis. I am assigned as a "most restrictive placement" teacher in an urban school. Administration's philosophy is, "You're the expert, you should handle these kids and not send them out of your room!" Our union doesn't get involved with bullying from students and it's hard to get them involved with bullying from administration. It doesn't matter though because soon we will have no bargaining rights and no union. I am retiring this year, but I feel very badly for the young teachers who have to work under these conditions. I, too, will put a copy of this much needed reading in our teacher's lounge

Well-loved. Like or Dislike:  24  0



215.

216. **Alternate perspective says:**

[July 25, 2012 at 11:36 am](#)

Hidden due to low [comment rating](#). [Click here to see.](#)

Poorly-rated. Like or Dislike:  15  30



217.

218. **Judy says:**

[July 25, 2012 at 11:36 am](#)

This is so true, and extremely prevalent. The administration at my former school is constantly targeting educators each year, for no apparent reason. In a "Right-To-Work" state, the teacher's unions are limited in how they can assist. I know.....I was targeted, as were many before me, and many more since my departure. Something has to be done about this.....it ruins people's lives.

When our county school board changed to "school based management" is when the trouble really began. The administration has too much power and there are less resources and less support from the county for educators. The administration is free to do whatever they want without repercussions. I have seen and heard lying, cheating, stealing, falsehoods, targeting, etc. from this administration. FEA has received numerous complaints against this administration, but there is apparently not much that can be done. The school's atmosphere has changed drastically. Trust has been lost. Educators working together, supporting each other, congeniality and comradery, and supporting student learning, has all deteriorated. Teachers walk on eggshells wondering if or when they will be unfairly and relentlessly targeted. This makes for a very poor working atmosphere. We don't allow students to bully each other. Adults shouldn't be allowed to do it either. It's ridiculous, unnecessary, immature, and an ongoing problem.

Well-loved. Like or Dislike:  40  0



219.

220. Linda says:

[July 25, 2012 at 11:41 am](#)

I agree. This happens all the time.
Pulling children into the office and quizzing them.
Being a teacher has turned into a popularity contest.
I considered it a compliment if they did not like me.
Then I knew that I was towing the line of doing my job including respect for all.
If you are 'friend' then you are not a good teacher.
There is a difference between being a 'friend' and a 'parent' also.
I have seen many teachers cross the line and hope they do not get themselves in a bind.
Times are changing. It is the way of thinking that can make a difference.
People have very high expectations.
It really does take more than a village to raise a child.

Well-loved. Like or Dislike:  23  0



221.

222. **G says:**

[July 25, 2012 at 11:44 am](#)

post anonymously

Let's not forget the societal bullying. After spending time, money, effort...our lives...trying to help children succeed, we go home to media messages about our worthlessness. How many "evil teacher" articles have you seen? Our state recently opted out of NCLB. The headline? "State may use own measures to assess and punish schools." Teaching is my calling, and I dread going back this fall. We should not have to sacrifice our lives, our families, and our health, to educate others' children.

Well-loved. Like or Dislike:  54  0



223.

224. **Secret Teacher says:**

[July 25, 2012 at 11:51 am](#)

I am living a NIGHTMARE!

I reported a sexual harassment to my principal. After that, I have suffered emotionally, in the hands of the same administrator and district human resources, 14 months of being bullied. After 28 years of almost perfect evaluations, my principal gave me the worse evaluation ever, put me on a growth plan, and then finally the district did not renew my teaching contract. They asked me to resign, but I refused, I appealed the non-renewal, got an attorney and the principal lied on the stand, 1 hour of lies.

I lost my job, and have been devastated. I filed with the EEOC, but they dismissed my case. Now I have an attorney and they are fighting for me.

My principal is the biggest bully that I have ever seen or met. But guess what he still has a job and I lost my job, because I stood up to him. We advocate anti-bullying but it is omnipresent in our school system.

I know that my believe in God will prevail, and Carma is a beach.

Well-loved. Like or Dislike:  49  0



225.

226. Carol McNair says:

[July 25, 2012 at 11:52 am](#)

What is really a tragedy is the Union's response to this issue. The NEA lawyer in VT told me that, "Some administrators aren't nice. There is nothing we can do about it." That is bologna! The NEA seems to only want to support bad teachers who should not be in the classroom, or trying to get schools to go on strike. We pay a lot of money for their services. I for one am a very dissatisfied customer. I have had to quit my job and take my case to the Equal Employment Opportunity Commission. The Union could have stepped in and helped me out long before it got to this point 😞 Bullying is not tolerated by students, and it should not be tolerated by our administrations!

Well-loved. Like or Dislike:  40  3



227.

228. Sergio Flores says:

[July 25, 2012 at 11:55 am](#)

Help in on the way! NEA delegates pass an NBI that deals with bullying teachers. NEA will educate its members on what constitutes bullying, encourage members to use their chapters to speak up, and help them by understanding what constitutes bullying. With the information both the teachers and the associations can come up with ideas and plans to stop the bullying. This was a greate step on the right direction.

Well-loved. Like or Dislike:  23  4



229.

230. Claudia says:

[July 25, 2012 at 12:04 pm](#)

We have a principal bullying teachers at the high school where I've been teaching for 24 years. Union representation only works IF your union is willing to support you! We had a meeting with our union president after one of our teachers was severely beaten up by students, several teachers had gotten written reprimands on nonsensical and even false charges, and multiple meetings of the staff with the administration had brought no changes but, rather, outright

stonewalling at well-thought out discipline plans to get the adults back in charge of running the school rather than the students! This union president, who is supposed to represent us, told us to “stay under the radar”, “not rock the boat”, and was absolutely useless! A group of us finally had enough and went outside the union and file a Concern, a process that is within our contractual rights, but does not involve the union at all. After multiple meetings, including one with the superintendent, we went to the Board of Education meeting and presented the situation to them, asking that the Concern be put on next month’s agenda. The president of the board considered it enough of a concern to call a special board meeting prior to the beginning of the next school year to work on getting this situation resolved. After the meeting we decided we had to find a replacement union president – - one who will do the job he/she is elected to do!

Well-loved. Like or Dislike:  26  0



231.

232. Dr. Painter says:

[July 25, 2012 at 12:15 pm](#)

I am a National Board Certified Teacher with a Ph.D. in Curriculum, and I am association rep for my building. After surviving 8 years under a bullying, lying, deceitful principal, my health has suffered terribly. This principal called high school students into her office and used them as spies to report on teachers. She had students surreptitiously video a teacher using their cell phones, attempting to catch him doing something wrong. Somehow he lost his job, but the school system did not fire her. I would like to see NEA offer practical workshops for teachers in buildings under siege from bullies. I recommend the book “Breaking the Silence: Overcoming the Problem of Principal Mistreatment of Teachers” by Joseph Blase and Jo Blase (Corwin Press, 2003).

Well-loved. Like or Dislike:  34  0



233.

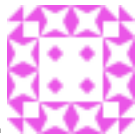
234. Matilda says:

[July 25, 2012 at 12:31 pm](#)

In our school, teachers are required to take up textbooks at the end of the school year. Each book weighs eight pounds, and every teacher has around 135 students. In addition to taking up the books and logging them in on a computer program, we are required to stack the books IN NUMERICAL ORDER on a shelf,

no more than six books to a stack. The administrator who came to check on my books criticized me in a very snide manner for stacking the books too high,(I used all the shelf space I had). For having duplicate numbers (those extra books came from a teacher whose job had been eliminated), and for having a book out of numerical order. That book came in very late. I guess I was expected to shift fifty books so that I could put the last one in numerical order. Other teachers have husbands and/or sons they can call upon to help shift heavy stacks of books, but I don't. I had to pay someone to lift and organize the books because I had too many special education duties to complete. I took home my set of "Great Books of the Western World" to make shelf space which will be used for about four weeks during the school year. But who needs reference materials, right?

Well-loved. Like or Dislike:  18  0



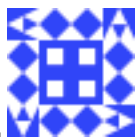
235.

236. Stephen warner says:

[July 25, 2012 at 12:35 pm](#)

My sister-in law was bullied out of her class by students who jointly decided to fail the district required end of year test. Their zeros were recorded against her and after 23 years of excellent ratings she was put on probation. The "new" reward system of pay in Louisiana would have cut her pay 20 percent. She will make more drawing early retirement.

Well-loved. Like or Dislike:  20  0



237.

238. Lilypew says:

[July 25, 2012 at 12:52 pm](#)

I started last school year being being transferred, called to a meeting with administrators and union rep (the pres) and being told that my new principal had concerns about me being a trouble maker because I had continually questioned why my special ed unit was forced to share a room with another unit when there were other options available (it was a very inappropriate room and situation). I was told that if I made waves at the building I was transferred to I would be put in 1/2 of a room again. It was clear to me that I was being threatened. I do have a history of pushing back against the canned programs we have been required to use and the lack of pedagogy in much of the decisions made by administrators. I also have a history of not staying quiet when I have been

bullied.

I teach students with multiple disabilities, half with orthopedic impairments, who need walkers, crutches, and wheelchairs. And I was placed on the 2nd floor. The principal knew this because I had brought it up at the summer meeting and a custodian had told me that they had questioned my classroom on the 2nd floor before I had been moved into the new building. the building has an elevator, but it is locked in case of fire.

One of my students, who is wheelchair bound, and his parents and grandfather came into the classroom before the school year started. They were angry that we had been placed on the 2nd floor and wanted to know what we would do in case of fire. I told him I had been told we had "slings" to get students down the steps, but I had not seen one or been trained as of yet. There is also an apparatus that can be used to get one student down, but the student would have to be wheeled out to safety in the apparatus before it could be used again. The grandfather (who had been a volunteer fireman) was very angry. He went to the next BOE meeting and made a huge fuss.

I was called out of my classroom in mid September to find out that I was being investigated by administration. I was placed in a room with 5 administrators, the union rep (president of local and in the pockets of admin) was there as well. I was being witch-hunted. (I stated this several times). This was the first of several meetings with the result being 2 write-ups in my file, both untrue, because the admins had screwed up and the fire chief had been called in to investigate the situation and the district was embarrassed by the grandfather. But I was at fault. The second half of the year included a parent of a student with profound autism accusing me of discrimination because she was under investigation for child abuse and wanted the attention to be placed elsewhere. It was time-consuming, stressful, and once again, unfounded.

I can't afford to change careers, I have too many years to retirement, and have become very cynical of our education system and despise administrators.

But, I still give my all to my students and have a very successful classroom with 8 students and 2 para-professionals.

Well-loved. Like or Dislike:  29  0



239.

240. Mark Overstreet says:

[July 25, 2012 at 1:01 pm](#)

I've been an elementary school teacher and middle school counselor for over 34 years. I was never bullied by administrators, perhaps because I was a union representative for 14 years. I had differences with some admin. but worked it out, sometimes in a compromise. Teachers did come to me for help when they were treated unfairly. I did experience teachers bullying each other and trying to bully

me. Most of all, it was parents that bullied. My wife teaches and has had parents try to bully her. I say try, because we don't allow ourselves to get into confrontational situations, especially when parents are aggressive and threatening. We are confronted with aggressive language and unreasonable behavior and need to know how to deal with it at the moment it occurs. Counselors were advised to have the school police officer stop by the office when we would have a meeting with a parent that had a history of being confrontational/aggressive/verbally abusive. Sometimes a colleague would be asked to sit in on the meetings, often to discuss their child's inappropriate behaviors(bullying/fighting). I would often provide a list of services available for the parent and child. All school staff have a right to expect that their school is a safe place in which to work and that appropriate action will take place to protect them from abuse, threats or violence by parents and other adults.

Well-loved. Like or Dislike:  17  0



241.

242. Patricia says:

[July 25, 2012 at 1:18 pm](#)

This story is all about my life. After being injured by 2 students who were running in the hallways, I had two surgeries and months of various therapies. During this time, my principal asked me to resign because he needed someone who would be there for the students. My attendance history was impeccable prior to his injury on the job. The union representative asked me if I would give him the letter of resignation and I said no. It then became a quid pro quo situation where I had to give a letter of resignation or I would get an unsatisfactory rating. I did not give the letter so I got an unsatisfactory rating. My paperwork was disapproved each month despite the DOE medical division sending updates to the school that I was unfit to work. My direct deposit was discontinued and I now had to wait an extra week to receive my checks. I was not paid for sometimes 4-5 months since the dates had to be approved and there is only 1 doctor doing this in the largest school system in the country. My benefits and salary was retroactively canceled...by mistake; leaving me for months without benefits (unable to go to physical therapy) and a salary. I had to postpone completing my doctorate for 1 1/2 years because of all of this. I am now unable to find employment since I cannot secure the necessary recommendations from any of the school's administrators, despite being the top performing teacher on the state tests, a lead teacher, and a very active member/leader in the school. The assistant principals are all afraid of being targeted themselves. Not only did my physical health suffer, but psychologically I was deteriorating. The pain, medication, and harassment started to take a toll on me and I am now on a Leave of Absence Without Pay. The union representatives for the school and the district both work in the school

and are more concerned with protecting their jobs than the teachers. They refuse to grieve any of the principal's egregious acts. There is so much teacher oversight, but none on principals...WHY?

Well-loved. Like or Dislike:  17  1



243.

244. Thomas says:

[July 25, 2012 at 1:18 pm](#)

Bullying is a huge problem. But... Come on unions, you need to stand up and stop caving into everything. I have watched the unions like the MTA and NEA reverse course on so many issues like merit pay, and how about all the new evaluation procedures in Mass and New York that our unions let in? Of course there will be more bullying! Teachers are continually giving in on these types of things and then when we have given the administrators all that power they will abuse it. Wake up, the unions must fight again and I am talking about the guys and gals at the top. Stop giving in to politics! Fight this stuff. A new law might help, but stop giving administrators so much power. It wasn't like this 15 years ago when I started teaching.

Well-loved. Like or Dislike:  22  0



245.

246. A Fed up teacher says:

[July 25, 2012 at 1:26 pm](#)

Yes my last principal was a well known bully within the district (Fremont in California). He took great joy in going after effective teachers every year because he felt intimidated by his lack of teaching experience & only wanted a staff that he felt qualified to evaluate. He even bullied certain students! Sadly, by protecting him, our school board & superintendent created an unsafe environment for both students and teachers. I was given a non rehire when the previous year he had given me a stellar recommendation and even fought for me to come back to his school! Many wonderful teachers are leaving education because of inept, incompetent principals who do not understand what is necessary to run a school and focus on bullying those who are only trying to make schools safe for everyone AND meet the standards!

Well-loved. Like or Dislike:  17  0



247.

248. PTSD sufferer says:

[July 25, 2012 at 1:33 pm](#)

I was the victim of severe bullying over the course of 6 years at the hand of my principal (who has since left our district). At the end of her first year, 16 staff members retired, including the bulk of my respected and celebrated department. As time wore on, it became obvious to my colleagues, union, and students that I had a target on my back. I went on disability several times during her tyrannical reign, including 8 months of 1 school year where I was hospitalized for chest pain & confined to my home for several months from anxiety. Every part of my life was fair game for this woman – my teaching, my relationships with both colleagues & students, my health, my weight, my faith, and the drama department that I directed. I was diagnosed with PTSD in 2005 and still suffer the ramifications of her victimization even though she is gone. I have never fully recovered. My teaching is no longer an act of passion, but a job. I gave up drama for quite some time, but am blessed to be able to help out a new director this year. Even though I was a target, it is really the students who suffered & still suffer the most losing an amazing teacher for one just going through the motions.

Well-loved. Like or Dislike: 10 0



249.

250. J says:

[July 25, 2012 at 1:45 pm](#)

I work in Long Beach, Ca where certain administrators have a reputation for bullying. The one that I had this year was notorious. He would ignore student work that I had up on the walls and in observations say that I had nothing posted. When I confronted students who brought baseball bats to class or were riding skateboards I got written up for it. He would coerce parents, pull them in his office and use it against me. The worst is he gave me a final evaluation without even observing me. Then he sent it to my home even though they knew I was out of state on bereavement leave. I am currently on administrative leave and will be so when the school year starts this fall. They will not continue to push me around and I will eventually have my time in court. This is why we all need a union and good representation.

Well-loved. Like or Dislike: 9 0



251.

252. Poeman9 says:

[July 25, 2012 at 2:03 pm](#)

If you don't want to be bullied, avoid employment as a teacher with the Seminole Tribe. If we teachers report the bullying schools and administrations, perhaps we can ride the profession of evil administrators. Good luck out there.

Like or Dislike:  0  0





253.

254. Ray Novak says:

[July 25, 2012 at 2:04 pm](#)

Let me tell you about my wife's story. She has voted "Citizen of the year." Most outstanding teacher of the year (twice) by the students, Teacher of the Year (by the School Administrations) eight times, four different school districts. Mentor teacher for four years. Cited by the Mayor, and two State Senators for her work with children. This is her 50th year teaching. She loves it THAT much! She has been bullied the past six years, by the Principal and two of her PET teacher's. She was suspended for three weeks (this year) accused by the "pets" which proved to be a lie, as witnessed by the parents of the child. The parents DEMANDED that "their Teacher" be back in the classroom immediately. Not only were there NO apologies given, other teacher's were told my wife was "ill", and took some time off. We took this to the CTA, and were told they can't do anything about it, because it's teacher against teacher. We then hired a very well known lawyer (whom deals with these cases), and are biding our time. I guess "texting" back and forth (instead of teaching the kids) is what school is all about. The three of them LOVE to do it, it keeps them informed, of what the "other" teacher's are doing and saying.

Well-loved. Like or Dislike:  9  0





255.

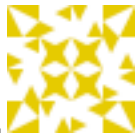
256. colossus7311 says:

[July 25, 2012 at 2:08 pm](#)

It is painful to see this happening everywhere. I recently was bullied out of my position and had to take a teaching job out of state. The investigation done in my

behalf proved inconclusive, and I was falsely accused of things I didn't day or do. The principal did nothing. I wasn't given any due process, and the district administration controls my references. Parents are exploiting the opportunity to bully teachers and weak administration.

Well-loved. Like or Dislike:  7  0




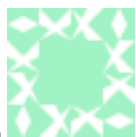
257.

258. musicmom79 says:

[July 25, 2012 at 2:21 pm](#)

I had to undergo a hearing this summer because a few parents (1 a school board member, 3 employees of the district) want a large school vocal music program in a small school district. I feel like a leper in my own hometown. We're told to be professional and keep quiet about the abuse so we can't rally any support. I'm sorry to hear this is happening elsewhere. Thought it was just small town politics of people w/ a power problem. Even though I've been able to retain my job part time, I really don't want to work in a place that would treat people like that. Even two fellow union members tattled on me in aid of administration. It will be hard to work somewhere where I feel I have no friends and can trust no one. I've applied for 10 or more jobs and have had no phone calls. Wondering if I'm being blackballed or with the budget crunches if no one is hiring teachers w/ 20 years or more experience.

Well-loved. Like or Dislike:  6  0



259.

260. in the same boat says:

[July 25, 2012 at 2:39 pm](#)

I normally don't look at all the comments on an article. This article just called out to me. I am also being bullied by administration. The lies they tell to protect themselves is unbelievable. In the last 6 years I have had an admin do an evaluation just once in the six year with all the previous ones being stellar. In the last 3 years education is on a great decline. Year after year I have students transferred into my classroom because "the other teachers can't handle them in their classroom." I work with these students to show them what they will need to be successful after high school. I am one of the teachers that stays very late. This has no bearing on administration. They believe lies and use their power to degrade and demoralize us. At our school the moral is at an all time low. Many of

us have been issued gag orders not allowing us to talk about what is going on in school.



This is a second career for me as I went back to college when I had young children. I wanted to pursue a lifelong dream of being a teacher. Working in banking, factory, and food service was not providing the satisfaction in my life. My husband, children and I made great sacrifices for me to do this. This work experience is what I bring to the classroom.

It doesn't matter anymore. Colleagues and Admin can tell lies and get away with it. I had union rep. a trusted colleague and it still doesn't matter. I was suspended because of an on going medical issue (I showed up late to work 2 minutes late).

Test scores and statistics is what teaching is now the about. I worry about this set of kids going through school. They are not learning—They are memorizing test info for the district to look good in the media. Students certainly don't know how to troubleshoot or have good study skills. Look at the national statistics and talk to the employers hiring young kids. They are also frustrated.

Until Education goes back to being about teaching kids how to solve everyday problems and shows kids how to learn, the schools are going to struggle. The best thing we can do is to take politics out of it and get the power away from administrators who are so far removed from the classroom they have no clue how to teach.

Stay strong and pray and hope somebody becomes sensible and we can turn the negativity associated with our profession around. Where I live you don't even want to admit you are a teacher because of all the negative publicity.

Well-loved. Like or Dislike:  9  0





261.

262. **Monique says:**

[July 25, 2012 at 2:41 pm](#)

I am a veteran teacher of 34 yrs. In my tenure, I personally witnessed bullying by 2 principals & 2 superintendents. The 1st time was another principal in my school system. He demanded that I attend an after school meeting, with no warning. I was required to attend a graduate class, for my final course, that same day. He said, "I don't care." I defied him & dealt with the ramifications the next day. I explained that I was "between a rock & a hard place" & he refused to assist. My own principal stood up for me, which I appreciated. The 2nd time was a superintendent. He came to my grade level team to ASK if we would be interested in doing a "study" with him, involving one, 2 hr. "class" after school per week for 6 months and reading a textbook. (like taking a college class- probably doing HIS doctorate work). My husband had health problems at this time, & our children were young. After attending the 1st after-school session, I called & told him that I could not participate due to personal issues. He tried to bully me by

saying, " I can't believe you don't want to improve yourself professionally". I was 40 yrs. old & finally had the strength to "fight back". I told him that I had given 100%+ for the 17 yrs. I had taught & reminded him that he "asked" if we would like to participate. I felt more pride in myself than ever before! The 3rd time was another superintendent who was supposedly hired to be a "hatchet" person. She, singlehandedly, caused 4 teachers (2 of whom I worked with & were excellent & went on to teach in better systems with better pay- goo for them!) to lose their jobs, just to prove her power. The Bd. of Ed. was a group of idiots, one of whom I knew personally & refused to listen to me, a professional/friend, (I thought). This woman was finally PAID, an undisclosed amount, to get the h— out, only after ruining the system for many years to come. What is incredibly sad/unbelievable is that she is/has been a principal in another, elementary school in another town since then. I cannot imagine how many OTHER lives she has ruined. This was a CLEAR case of bullying, which the union could do nothing about. The 4th was another principal, who was SO RUDE to at least 13 employees who have "told their tale". As far as I was concerned, she "rap— the system" for 5 yrs. HUGE BULLYING issue that was completely ignored by a wimpy superintendent!

Well-loved. Like or Dislike:  8  0





263.

264. **Riverdog says:**

[July 25, 2012 at 2:43 pm](#)

My Wife is a Media Clerk at a School in Florida. She has been bullied for years at her position. Her School over the past 10 years has had 4 different Principals. Each Principal passes their opinions to the next never allowing her to get a fresh start and a fair shake. Her Union Rep knows what is going on. There is simply nothing her Rep can do about my Wife's situation. Budget cuts have added more duties to her schedule my Wife understands that. When she asked the asst. Principal how she was to get her normal work load accomplished ? She was told to make the time (that is no lie) So she works through her breaks and lunch to get everything done.

Well-loved. Like or Dislike:  7  0





265.

266. **Heavensst says:**

[July 25, 2012 at 2:47 pm](#)

Have experienced this myself, both personally and in a group. School Districts/ Superintendents should be ashamed to allow bullies as administrators. We encourage our students not to bully each other and punish them (sometimes) when they do, yet administrators are allowed to do it daily to the staff. I was sitting in a professional development where our comments were supposed to be torn up when the activity was over and several of the comments were about being bullied by the principal. She (the principal) then decided to collect the slips so she could look them over. We all threw a fit and the asst. principal convinced the principal to let her tear them up. I have lost all respect for public school districts and the public school system itself. I am finished with teaching and if my children were younger, I would home school or put them in private school.

Well-loved. Like or Dislike:  5  0





267.

268. Pushed out Cougar says:

[July 25, 2012 at 2:48 pm](#)

I was harassed by one principal for four years. I was considered negative about technology. This person also listened to anyone who had something negative to say about anyone. I was probably sandbagged by a fellow teacher. I was considered unprofessional, made to do a list of inane tasks that had very little to do with teaching. I was humiliated in front of my colleagues and my union wasn't able to call a stop to it. I too suffered health issues and was absent way more than I have ever been. I find it interesting that so many people are so committed to this profession and when they are pushed out they are physically effected. We are too nice. We have to help each other. We have to have strong leadership at every level.

Well-loved. Like or Dislike:  6  0




269.

270. Ed Bufford says:

[July 25, 2012 at 2:54 pm](#)

An NBI was brought up by Sergio (above at 11:55) at the NEA-RA that would require the NEA to provide more resources to teachers and leaders as to how to address and deal with "adult" bullies. Yes, unions often say "we can't represent teacher vs. teacher". That's not the issue. The issue is informing ALL victims of bullying how to fight back, what steps to take, and how terminate this type of

behavior. There are few laws to protect us. Bullying is often difficult to “document”, because the bully is usually very rehearsed as to how to avoid “documentation”. Thank God for those who hang themselves with abusive emails, witnessed abusive language, etc, but they are few and far between. It is out of hand, and many are encouraged to be the bullies they are by rogue superintendents who either encourage such behavior or turn a blind eye. It MUST be addressed more aggressively, and Sergio’s NBI will help. Interestingly, I was the only one speaking “for” the NBI and there was apparently only one speaking against. The NEA president chose to use that as his reason to ask the 10,000 voters if they wanted to close debate. Two-thirds did, indeed, agree to close debate, but I will always find that type of action to be deplorable. The NBI “passed” only after a standing vote count. It could easily have been defeated, and it would have been because of literally no debate. State delegations had, for the most part, already made a state decision. What were the state “no” votes based on? Apparently, the fact that this issue is “addressed” in resolutions. Too many things are “addressed” in resolutions, without resulting in enough “action”. The NBI introduced, and fortunately passed, will, hopefully, increase the amount of “direction” and resources from NEA that will help the multitude of public educations being bullied have a better understanding of their options.

Like or Dislike:  2  0





271.

272. Hobo1957 says:

[July 25, 2012 at 2:54 pm](#)

It is no wonder so many young people struggle with ethical and social issues. The environment that they spend most of the day in is full of many adults (administrators, board members, teachers, classified staff) who often display unkind, cruel and unprofessional behaviors towards others. Most likely, these “professionals” got away with these behaviors when they attended elementary, middle and high school. It is no wonder that they chose to work in public education. Many of us who have had to deal with being bullied, in the work place, are the hard working and ethical teachers who were not the most popular students when growing up. It is easy to harass us because we are easy to figure out and spend most of our energy on our job duties rather than on popularity contests and politics. The local teachers unions have let their influence be compromised and it is now each man for him/herself. How many times have we read, in others’ postings that the union/NEA refused to help the individual teacher when things got serious and their jobs were threatened or they were fired????? TOO OFTEN is the answer. I changed careers in mid-life to work in this profession. I cannot even begin to express my heartbreak and disappointment. If anyone knows of a good employment lawyer in Southern California, I would appreciate having their name being posted. All of our stories are a testimony to

this ever growing problem and it will be the downfall of free public education.

Well-loved. Like or Dislike:  7  0





273.

274. Mrs. Claudia A. Katz says:

[July 25, 2012 at 2:56 pm](#)

I was bullied several years ago by three new colleagues and a principal. I was surprised and devastated. I suffered greatly emotionally and physically!

Well-loved. Like or Dislike:  4  0





275.

276. Jean says:

[July 25, 2012 at 3:00 pm](#)

As an educator there is also bullying by students toward teachers. Some young people have no discipline at home and they do not respect discipline at school. When I was young (I am 53 now) if we did not treat our elders with respect we were beat. I am not a mass murderer. Since spankings have stopped our young people have deteriorated. They think it is funny to bully teachers.

Like or Dislike:  3  2



277.



278. Katharine says:

[July 25, 2012 at 3:04 pm](#)

Been there. Worst things I did was continue in that district and try to discuss the situation. Unbelievable as it was to me 26 years ago, I see it as the biggest single problem in education. It is rooted in principals and district officials have little classroom experience and constantly trying to move up. An educator knows the top job in education is classroom teacher. I have had student told to write unsigned complaints....I also have had students notice the bullying and report it to their parents and/or complain to the principal. If kids see their teachers bullied by the school leaders, words against bullying will not add up to much. Actions do speak louder than words.

This bullying takes the form of scheduling, evaluations, and snide remarks. No

wonder the average new teacher last less than five years.

Well-loved. Like or Dislike:  8  0



279.

280. Joan Baldwin says:

[July 25, 2012 at 3:04 pm](#)

I'm glad to hear this is being noticed and others are receiving help. Unfortunately for me, I needed to hire my own lawyer. PSEA was not interested until I did, costing me a couple thousand dollars. I never had a problem until the hiring of a specific person. Others in my school had similar difficulties around the same time. I was just one of the favorite targets.

Like or Dislike:  3  0





281.

282. Lynn Welsh says:

[July 25, 2012 at 3:14 pm](#)

My blood pressure goes right up reading these comments. I can't believe this is so prevalent. I have been bullied for the past three years by my principal. I was accused by students and their parent of saying and doing things that weren't true. No support at all from the principal. I was put into two schools part time to "protect" the children from me. Then I had two principals scrutinizing me, lying about me and making unreasonable demands. By the time I was terminated(on the basis of letters from elementary students in a group coached by the school "Spy"chologist) I was so exhausted and traumatized that I wanted to just leave for home. The union tried. I could have gotten a lawyer but a colleague attempted to fight back in his case and even with the accusing student admitting the teacher did no wrong he was terminated. The district is even denying him unemployment. Is it our age, salary or unstable principals?

Well-loved. Like or Dislike:  8  0





283.

284. Fearful School Nurse says:

[July 25, 2012 at 3:21 pm](#)

I too have recently filed a bullying in the work place grievance to be told that there is no bullying in the work place policy for staff, only for students!
I too fear for my job, and I am a NEA member, but they too seem to be at a loss?
I have done nothing wrong, I am receiving Memos of Understanding and Formal Reprimands for no proven reason?
Any change/new policies are a must; we really need to do something about this!

Well-loved. Like or Dislike:  7  0





285.

286. Retired Teacher says:

[July 25, 2012 at 3:26 pm](#)

I , too, reported sexual abuse of 12 students by the same teacher. I was transferred, filed a grievance and won, and then my life made a living hell by the principal!!! I survived him, kept copious notes and someday when I can write about it without my blood pressure going sky high, I will.

Well-loved. Like or Dislike:  7  0



287.

288. Russ says:

[July 25, 2012 at 3:28 pm](#)

This has been going on in districts for years. If you don't agree with a teacher, he/she goes to the administration and says things about you. If he/she is senior to you, it's believed; sometimes believed regardless, but not disclosed. Later in the year, something possibly occurs and you talk to an administrator, and they begin to bring up complaint(s) by someone (they WILL never tell you out of so-called confidentiality who you're accuser was) from earlier in the year. Or you have a department head that just decides they don't like you cause you are possibly a threat to them because you are a good teacher? The small ticky-tack accusations come from out of nowhere. Oh, this was one is great--the good ole boy administrator that doesn't know a thing about special education, never walks in your classroom, and decides to bring you in the office cause a paraprofessional made a complaint...usually a complaint cause you were trying to teach them how to work with a child, but they don't like you. I have seen all kinds of bullying and idiotic behavior from fellow teachers in my career..in my direction, and most of these examples towards others that I witnessed. I left a school district for the example of the dept. head harrassing me. The others were other people that

were involved.

Like or Dislike:  2  0





289.

290. Catcher says:

[July 25, 2012 at 3:31 pm](#)

3 years ago I was horribly bullied by a group of students. They were organized and had a leader. It was akin to the movie Mean Girls. Met with parent of one who said her daughter had done it to another teacher and there was nothing she could do...said it was because of a traumatic divorce in their household. In the meantime, I'm still repairing broken ties from that situation, the principal was swept up in it and my 10 year old little boy now thinks that this young womanthe leader of the pack ...must be behind everything bad that happens in our family. I did receive notes from some of the "bystander" parents...notes of empathy and apology. Wish they had taken leadership roles. Facebook and social media had a lot to do with it. Never seen anything like it in 18 years!

Like or Dislike:  2  0



291.

292. James says:


[July 25, 2012 at 3:46 pm](#)

When I was bullied by a principal and vice principal it was horrible. Not only was I bullied, I was abandoned... My colleagues didn't want to associate with me because they were frightened for themselves. The union supported administration saying simply, "They allowed to do this..." I felt like I was part of Kafka's "The Trial."

I eventually sought legal counsel, and was saved for the profession.

Standardized tests (and corporatization of education) are serving this behavior.

From what I have seen/heard, they are learning how to disguise bullying as "support." What can we do...? The lawyer was \$5000. I don't think I could afford that again...

Well-loved. Like or Dislike:  6  0





293.

294. **Concerned says:**

[July 25, 2012 at 3:52 pm](#)

What can be done? My school is being investigated by our local union, but it seems as if nobody is really willing to help the teachers. It is a helpless feeling to watch a teacher be harassed by the administration and fellow teachers. I just keep praying it all works out.

Well-loved. Like or Dislike:  4  0



295.

296. **Sandra says:**

[July 25, 2012 at 3:53 pm](#)

This story is SO SIMILAR to my story from a couple years ago it's not even funny!!! My principal did the exact same thing as far as pulling students out of my class as well as other classes to discuss me. The examining of relationships with students and parents was also under review! We have to stop situations like this from happening!!!

A group of girls had it out for me and organized an effort to "get rid" of me. It was the most stressful year of my teaching career!

Like or Dislike:  3  0



297.

298. **Kate Campbell says:**

[July 25, 2012 at 3:54 pm](#)

For the first time in my career (which began in 1973) I would NOT encourage a young person I care about to become a classroom teacher. I have a really good administration and feel extremely fortunate to have good colleagues, but I have heard enough horror stories to believe that the profession is held in such low esteem that the abuse is only going to get worse. If we want to get smart young people to choose teaching, we had better start changing the way we treat teachers, on the macro and micro level.

Well-loved. Like or Dislike:  12  0

299. **Dominique says:**

[May 16, 2012 at 4:24 pm](#)

Bullying of teachers is very prevalent in my own school and district. I appreciate NEA covering this issue. Sadly, many of the weapons used by these bullies are provided by the so-called education "reforms": data-driven decision making, student test scores, proficiency grading, RTI, etc. Several of these "reforms" are promoted by NEA and its member sub-groups. It would be nice if NEA examined the potential of abuse inherent in many of these education fads before jumping on the "reform" bandwagon.

Well-loved. Like or Dislike:  95  1



300.

301. **Theresa says:**

[May 16, 2012 at 5:07 pm](#)

I was bullied by my administrator and met with my union rep to file a complaint. It was very extreme bullying in front of faculty members, students, and even during a faculty meeting. This all started in January and I still have not seen my union rep do ANYTHING! I think I will be withdrawing from LAE. I wanted to file a grievance against my administrator, but I finally gave up after trying to contact my union rep many times. Almost all of our staff has been bullied or targeted by our admin.

Well-loved. Like or Dislike:  46  3



302.

303. **k says:**

[May 16, 2012 at 7:19 pm](#)

It's about time NEA is covering this it is educations dirty little secret.

Well-loved. Like or Dislike:  55  2



304.

305. **That Teacher says:**

[May 16, 2012 at 7:20 pm](#)

I have also been a target for bullying.. I had my superintendent ask me three years ago, "Are there going to be any black people at your wedding?". I am

white, he is black. He also screamed at me in his office for twenty minutes after a trouble making student (constantly in ISS, suspended many times), went to the super after I wrote the student up for being disruptive, and said I hurt his feeling. He didn't just single me out though; it was any female teacher who in any way incurred his displeasure. The board finally bought out his contract a year early just to get rid of him. An atmosphere of fear blanketed the school. My principal told me "the walls talk..."

Year before last I had a conference with a student's parents. The student had a low grade in my advanced placement class due to not turning in homework. I requested an admin be present. None were available, so a staff member from the board office sat in. The parents called me a "liar" when I pulled out signed by the student homework "excuses" that listed each and every missing assignment and was told I fabricated them. The student was allowed to be not only sarcastic and disrespectful to me, but also to the math instructor, who was also having the same issues with the student as I had been having. Not one word was said to the parents. The admin stand-in did not once come to the defense of me and the math instructor. They parents continued to berate us for over an hour. Looking back, I should have walked out of that meeting.

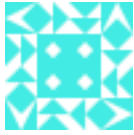
This current school year started with my being put on a Professional Development Plan (PDP). No one would explain to me why since my previous evaluation in May had been good and I had not been evaluated for the current school year yet. When I pointed out that only certain teachers were put on a PDP, I was told that I had no right to ask other teachers if they were on a PDP. I still believe I was targeted b/c the previous May, I refused to change failing grades to passing grades in the computer grading system and I told the principal that if he wanted the grades changed he was going to have to do it.. Can I prove it? No. But the harassment started after that. The lesson? Fly under the radar, don't rock the boat, don't tell the truth, and don't challenge any wrong doing.

It got so bad this past year that I was forced to go out on medical. I had surgery in November, and am just now recovered enough to go back.. but not to my old school. I resigned effective June 30.

In four years, I had four superintendents and five principals. I waited for it to get better. I worked long hours after school in order to be prepared for my classes. I covered classes for teachers who were out. I stayed after school to help tutor. I gave it my best shot. But in the end I had to walk away or see my career destroyed.

And people wonder why so many teachers are leaving the profession? The treatment we are suffering at the hands of admininstartors and parents is deplorable.

Well-loved. Like or Dislike:  80  1



306.

307. **Deborah Harvey says:**

[May 16, 2012 at 7:22 pm](#)

I was bullied by a co-teacher who wanted to replace me with a friend. I found out she had done this to 3 other teachers in the past. She buddied up to the principal, who joined her in the process, making my life miserable. Finally the principal moved me from a 1st grade position, where I have taught most of my career (I have an MA in ECE), and assigned me to 6th grade. I transferred schools, and then he demanded that I move my possessions while I was recovering from surgery, and would not let me take a gift the parent group had bought for me as a Christmas present, not a donation to the school. I can't begin to share all the details here, but they made my life hell. The union rep tried to help, but she was one of the teachers that had been bullied out of her position in the past by this co-teacher! This was a control freak who had to have everything done her way, or she saw to it that you were out. I don't know what the answers are, but I am still reeling from this a year later.

Well-loved. Like or Dislike:  37  3



308.

309. **Tim says:**

[May 16, 2012 at 7:27 pm](#)

Another type of bullying of teachers that needs to be addressed is that which is done by the students toward the teachers. I cannot tell you the number of times that I have had a student look me in the eye and tell me, "Don't touch me! If you touch me, I'll have your job!" Or the situation of male students who accuse me of having too much interest in their buttocks because I tell them to pull their pants up, and cover the "Continental Divide". When did children get the power in the classroom?

Well-loved. Like or Dislike:  78  0



310.

311. **Sara says:**

[May 16, 2012 at 8:19 pm](#)

I hear you all. I myself was bullied by my administrator a few years ago. I left. It

has been difficult finding another full time teaching job for the last several years. When in an interview or asked on resumes why I left that school I have told them simply, "Did not wish to return." Only one administrator has ever asked me why I left and I told her the truth... I was bullied by my former principal. I don't go into detail, but I don't lie either. I lost my job, but at least have not lost my integrity. Other staff members have been bullied by this woman and pushed out or left because they simply could not handle the mental and then physical ailments abuse causes.

ALL of the staff members who have been bullied were NEA members. ALL of the staff members who were bullied tried to go through the NEA to just withstand working for this woman. Apparently the NEA had no power or did not choose to use it against a corrupt (or at best) complacent school district.

It is time NEA really was able to do something about workplace bullying and harassment. How do we help them to help us? I would love a response. (A real one, not just bs) Otherwise why spend the money for the dues? I could go out a pay for a therapist for my PTSD instead! Lol

Well-loved. Like or Dislike:  35  2



312.

313. tara schaller says:

[May 16, 2012 at 8:26 pm](#)

but there ARE laws against creating a hostile environment, overseen by OSHA.....it is illegal. bullying, harrassment, undermining, untruths.....that sure makes for a hostile environment.

Well-loved. Like or Dislike:  24  1



314.

315. Caryl Phillips says:

[May 16, 2012 at 8:27 pm](#)

I was bullied by another teacher and my union rep told me that the union did not get involved in teacher to teacher issues. He said we were adults and expected to deal with these problems ourselves.

Well-loved. Like or Dislike:  19  0



316.

317. **Jerry says:**

[May 16, 2012 at 8:44 pm](#)

So where has the NEA been and the state organizations to end this? The NEA and state associations ONLY care about collecting dues and keeping their gig going!

Well-loved. Like or Dislike:  27  5



318.

319. **Laura says:**

[May 16, 2012 at 10:11 pm](#)

A concern for me is that many folks in administration go there because they didn't handle a classroom very well. Now they get to sit back and order everyone to do what they couldn't pull off themselves. Is it jealousy? I think so.

Well-loved. Like or Dislike:  38  2



320.

321. **Mary says:**

[May 16, 2012 at 11:37 pm](#)

I can't count on both hands the number of administrators and department chairs I have had TRY to bully me. I guess entering the teaching profession at age 42 and after having raised 5 kids, I was not easily and have not been easily intimidated. One Assistant Principal had just gotten hired from having spent a good couple of decades teaching High School English and felt like she had to target me for some reason. Every other day it seemed I got a note in my box calling me into her office for some petty reason. It got to be too much. She was pissing me off. I requested another administrator take responsibility for me, got a doctor's note saying she was compounding my stress load, and then I casually threatened to sue her for intentional infliction of emotional stress if I didn't get a new administrator. She backed off entirely, I was reassigned another administrator and never had to talk to her again. Interesting note: At our graduation that year, she was walking 'administratively' to be sure, slipped and

fell on her ass, well, flat on her back. You gotta believe in Karma!! Interestingly enough, she left that summer for a job 2 hours away. Do NOT be afraid to stick up for yourself!! You have civil rights just like every other god-fearing citizen and sometimes, you have to exert yourself. It helps to know your rights!! I went through a year of law school (in my 'spare' time) to find out what mine were. Trust me, you have the right to say "BACK OFF" to anyone who is harrassing or bullying you, and make sure you make it clear there will be repercussions if they don't stop!!

Well-loved. Like or Dislike:  43  2



322.

323. **Jenn says:**

[May 17, 2012 at 1:12 am](#)

My district department coordinator is a huge bully. I started a new position this year on his prompting. At the end of the year last year, he encouraged me that I would be great at it and so I took the position. The third week of the new school year he came in and yelled at me for 45 minutes telling me that I had no idea what I was doing and was never going to make it. I ended up in tears. I was lucky. The information got back to my new principal. She protected me. I don't know what I'm going to do if she ever leaves. I am stuck at my school because she is the only thing protecting me from him.

Well-loved. Like or Dislike:  11  0





324.

325. **KME says:**

[May 17, 2012 at 9:36 am](#)

Hidden due to low [comment rating](#). [Click here to see.](#)

Poorly-rated. Like or Dislike:  3  15



326.

327. **Lisa says:**

[May 17, 2012 at 9:56 am](#)

How about bullying from parents? I resigned after having enough of being

berated by parents for every little issue if their child was not 100% happy. It is hard to keep a spoiled child happy. Especially, when it is you who is trying to teach them ethics, morals and respect (besides their ABCs and 123s). Twice I caught students cheating and called them on it. How did the issue turn out, the parents accused me of lying. Like teachers have nothing better to do, but to make up issues to deal with.

Well-loved. Like or Dislike:  30  0



328.



329. Ragua says:

[May 17, 2012 at 6:11 pm](#)

Has anyone read Todd Whitaker's "Dealing with Difficult Teachers"? It's a how-to book for principals who want to bully teachers!

Here is Mr. Teachbad's take on Whitaker's ridiculous screed:

<http://teachbad.com/2012/05/17/dear-teachers-please-stop-being-so-difficult/#comment-5517>

Well-loved. Like or Dislike:  8  0



330.

331. Sergio Flores says:

[May 18, 2012 at 8:59 am](#)

Dear Colleagues,

This article about bullying teachers deserves to be printed and distributed to every NEA member. I will do it in my school. The corrosive effect of the reformers' agenda has altered the professional relationships among administrators and teachers, parents and teachers, and even among teachers in the workplace for the worse. Now many teachers see and suffer the constant criticism and demoralization effect of being labeled the "culprit" by the reformers' narrative.

It was about time to expose this pervasive problem: Teachers are being harassed, bullied, and abandoned by their administrators and peers, all in the false premise of improving education. And what makes this trend disturbing is the silence of many abused teachers—it is akin to the "battered wife" syndrome. Teachers need to speak up on this subject now to stop this aberration from continuing.

What is happening is wrong at many levels. It is wrong because harassing teachers does not improve them. It is wrong because the system of high stakes

testing that drives principals and that the public in general do not know well is flawed and therefore ineffective to conduce to better education. It is wrong because it is destroying the fiber that should connect the human activity that is teaching by defining teaching solely on terms of scores as if this was a race. It is wrong because all this ultimately affects students.

Excellent first article on a subject that should be talked about, discussed and debated frequently.

Who wins, who loses, who cares?

In solidarity,
Sergio Flores

Well-loved. Like or Dislike:  26  0



332.

333. **Maureen says:**

[May 18, 2012 at 2:09 pm](#)

I agree with the article which is why UNIONS are so necessary in all educational aspects. If you don't have an administration or district that supports educators then many unions are too weak to impose infractions upon the bullying, whether it be by students, co-workers, administrators or district employees. There are also schools are not safe, unsanitary, poor air quality, et. Often I see teachers complain about the issues and go no further. WE are our own worst problem. They will keep doing these things unless WE stop them. If we keep doing what we have always done (ie. suck it up, too tired to complain, don't ask for help, don't unionize) then we will keep getting what we have always gotten. We have to be the catalyst for change. Who is more at fault, those that bully or those that do nothing to stop it from happening? Teachers do have power, and our greatest power comes in sheer numbers of individuals wanting the same goal. We deserve better working conditions, a good living wage, TIME, support. Those are human rights issues. Get out, get active, push for unionization, be that CHANGE!

Well-loved. Like or Dislike:  12  3



334.

335. **Kimmy says:**

[May 18, 2012 at 10:40 pm](#)

There seems to be many of us... and each day we teach our kids about bullying. I was a victim of bullying in my school as well.

Not only was it a co-worker, but also the union rep.
I was called into a meeting with my union rep and my principal during a 1 1/2 hour meeting.
Never proactive about my own feelings, I could not handle the stress, pressure and hurt it was all causing, and finally called the anti-bullying hotline that was offered to students. The hotline affirmed that I was being bullied so it helped me a bit.
I do believe that bullies have insecurities, and learning each person's insecurities is helpful in understanding them.
I still have passion for the kids, but sometimes going through bullying can make teaching seem defeating. I love the children, but I want to do something else...

Well-loved. Like or Dislike:  15  0



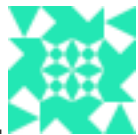
336.

337. Pam says:

[May 19, 2012 at 7:54 pm](#)

If you would like to hear the dozens of excuses my representative, president and director of the local affiliate of the NEA came up with for being unable to advocate for me this year, you will have to buy my book. My union did nothing to help save my career as a public educator so I'm just going to have to go back to writing, and unlike my students, these people do not have any "confidentiality" to hide behind.

Well-loved. Like or Dislike:  14  0



338.

339. Donna says:

[May 19, 2012 at 11:26 pm](#)

I agree with Pam. The union has done very little to squelch the bullying of teachers by the micromanaging administrators who are intimidated by confident teachers. I am glad an article like this has and is finally being published by NEA. Having lived through two separate bullies from two different school districts, and now having earned my doctorate, I have prevailed and lived to tell about it and will be discussing in detail, when I publish my book. It is extremely demoralizing, confidence shattering, hurtful, and serves to diminish the excitement teachers possess. Instead of being confident and willing to go that extra mile we find ourselves not looking forward, but looking back over our shoulder as we are

thinking “not what did I do that was right and good, but what am I going to do wrong next.”

Well-loved. Like or Dislike:  20  1



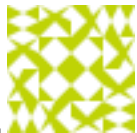
340.

341. **noreen wynne says:**

[May 22, 2012 at 1:42 pm](#)

Although I received my retirement, I will never completely recover from the pain of working on a PS system for 30 yrs and being bullied by various individuals within that system. They don't want the public to know

Well-loved. Like or Dislike:  13  0



342.

343. **Deborah B Mason says:**

[May 24, 2012 at 6:14 pm](#)

I am a highly qualified certified professional teacher in Maine. I was bullied by a Sp. Ed. Director for 8 years. I had a physical and mental breakdown at the end of year 6. I returned with the promise and hope that things had changed. I resigned the at the beginning of year 8.

The Supt. supported the Director and was a bully as well. I had worked in the district for atonal of 21 years and never had a single issue with any other administrator,faculty member or staff member.

The NEA/MEA/local association did nothing. I paid my dues and was a supporter/recruiter for my association. when I resigned I was given no representation,no legal advice and no kindness. When I couldn't get hired,I was told to file a claim for Disability Retirement. It took 28 months for the denial to be finalized on December 8,2011.

I have no position. I sometimes substitute at a private Academy. I am unable to work full-time. I have no retirement. I COBRA my insurance (indefinitely because I was put on retirement status for health insurance only). I do not have enough credits for Soc. Sec. disability benefits because my last 10 years were with Maine Public Employees RS,despite contributing to SS for 31 years. I might qualify for MaineCare due to “inadequate earnings” for the past 4 years since resigning, but will not apply.

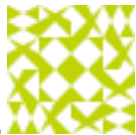
I was told not to appeal my denial decision to Superior Court. The MEA has told me I don't need to pay dues in July. I am no longer in a category they represent.

The lawyer given to me for the Disability told me, “the MEA no longer pays him to represent teachers in Worker Compensation claims” and school districts have sovereign immunity and can not be sued.

I have lost my career, my retirement, my health and well-being. I turn 60 in July and my Legislators say this is a legal matter and I should contact the Governor’s office or the Maine Human Rights Commission. I have been there, through two administrations since resigning. Nobody cares and nobody feels an obligation to explain it all to me.

I will not be discarded and I will not allow a school district that allowed bullying and more, to determine the outcome of my case. I hope I find someone who cares about me and all the other teachers and personnel who have been and are currently being abused by administrators or anyone else in their workplace.

Well-loved. Like or Dislike:  12  0



344.

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Well-loved. Like or Dislike:  7  0



346.

347. JoAnn says:

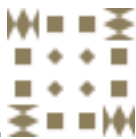
[June 2, 2012 at 9:55 pm](#)

Mary E. Thorson was a P.E. teacher who was bullied by her administration due to her feeling like NO ONE WOULD LISTEN and adhere, she committed suicide on Thanksgiving 2011. Her father John Thorson created a petition at

<http://www.change.org/petitions/u-s-secretary-of-education-stop-bullying-and-making-teachers-change-grades-to-pass-students>

There is also a documentary viewing on June 30, 2012. Please go to <http://www.marythorsondocfilm.com> for more information.

Well-loved. Like or Dislike:  11  0



348.

349. Mike says:

[June 5, 2012 at 1:13 pm](#)

I need to remain anonymous.

I would like to document bullying incidents on the part of administrators in a local school district. Some of the teacher victims have been forced to leave for the sake of their mental health. Others are approaching retirement and can not afford to leave, in spite of the horrible stress they are under. I need to protect these teachers from retribution on the part of the administration.

How should I proceed?

Well-loved. Like or Dislike:  12  2



350.

351. **Teachers Advocate** says:

[June 9, 2012 at 3:08 pm](#)

Mike, here's a story with resources that can help you. Gilbert Public Schools (Arizona) tried to fire an acclaimed National Board Certified Teacher after she reported bullying, racial discrimination and retaliation. Sarah Green, M.Ed. NBCT, has become a poster child for what happens to teachers who report bullying in the classroom. The teacher is pretty, but the poster is ugly.



Sarah reported bullying in her third grade classroom at Meridian Elementary School in February 2011, where she taught for six years. She worked diligently to resolve the problems she reported internally and informally. The situation was dire: at least one student was afraid to come to school for fear of the bully. No one at the district level would help the students who were victims of bullying. The district instead commissioned investigations that stretched out past the end of the school year. An investigating attorney provoked the bully's parents into filing a complaint against the teacher for her "unprofessionalism" with regard to her reporting of their child's bullying.

The district brought 20 charges against Sarah on December 6, 2011, the first of which concerns her initial report of bullying. The district appears confident they can nail her for such zingers as "donated five copies of her book to the library" (Charge #8), "sent the Technology Services Help Desk an email" (Charge #11), and "referred to efforts to monitor her as 'double secret probation.'" (Charge # 15). The GEA President commented to a Board Member was that Sarah is a "great teacher, just not suitable for the Gilbert environment." The NEA has a moral obligation to deal with this perfidy within its ranks.

In Sarah's case, she immediately demanded a public hearing on the charges. The school district waited until May 2012 and decided to withdraw all charges against Sarah rather than convene a public hearing. Sarah gained a full year of pay and benefits, as well as the district's reimbursement for her legal fees. The most important aspect of this limited settlement is that Sarah retains all of her legal claims against the district!

Bottom line: that teachers cannot speak out against their employer; to do so while on admin leave would be considered disloyal and probably would result in dismissal for cause. Teachers under fire need a champion who can speak for them.

Read Sarah's story at <http://www.WesternConnections.com> and use the resources we have assembled to help teachers in similar circumstances. Local media coverage with citizen commentary is online at <http://www.azcentral.com/community/gilbert/articles/20120524gilbert-teacher-loses-job-settlement.html>

Well-loved. Like or Dislike:  8  0



352.

353. Margareta says:

[June 9, 2012 at 3:39 pm](#)

I am being bullied. I took a job as a paraeducator, but I hold a teaching certificate. I work with a team of several individuals, and they are all certified to teach as well. I am a bit of an introvert to begin with, and I am much older than my co-workers, which I suppose only adds to the problems of being able to relate to each other well. Anything I do wrong, or that could possibly be stretched into looking like I did wrong, is immediately reported to my superior, while if I raise any valid questions or concerns to anyone higher up, I am ignored for weeks on end. One of my co-workers snaps at me on a regular basis, and this person does this in front of other staff and even students. When I talk, this person rolls their eyes. When I ask them why they are doing this they say, "I didn't roll my eyes, what are you talking about." It's very strange, but when this person is not around, others are respectful and polite, but when this person is around, everyone pretty much ignores me. It's also interfered with my ability to get information that I need in order to do my job. I am left out of the loop on important meetings and new guidelines, etc.. While I once loved my job, I am contemplating leaving. I know that this would make it difficult for me to ever get a teaching job, but at what point does your health and emotional well being become more important? Furthermore, why is it always perceived that the person who's being bullied ("... you don't fit in/get along with the team members") is the one at fault?

Well-loved. Like or Dislike:  10  0



354.

355. Bryan Trim says:

[June 10, 2012 at 1:38 pm](#)

I am shaking as I write this. I was a first year teacher. I am alternatively certified through the military Troops to Teachers program.

I took a job at a school with them fully knowing that I have had no real formal training as a teacher.

I got one eval and was told everything was fine. I gave up on sending students to the office who were discipline problems. Finally the day came when a student refused to go to the office for a blatant dress code violation.

The next two days were testing days. I came back the second day and the students were asking me why I had not been fired yet. It was evidently all over Face Book that I had been accused of a number of things. My students were all

interrogated, and later that day I was escorted from the school by law enforcement. I was never told what I had supposedly done.

A week later, I had a meeting with the superintendent. I was accused of many things, most of them taken out of context or blatantly false.

Since there was nothing real they could accuse me of, I was put on admin leave with pay until the end of the school year.

So here it is: I was never given any real help as a first year teacher, and was basically trying not to drown. My smallest class was 26, my largest was 37. My coteacher never showed up, even though my class was nearly 50% special education. Since then, several teachers from my old school who were friends with the principal have tried to get into my FB to see what I am talking about. I have also found out that the friend of one of these teachers has been given my job, even though she holds no certification.

I bought my own supplies, did my best to make science fun and accessible to the students....but in the end, I was thrown out like so much garbage without an explanation.

Oklahoma does not have a real union. I belong to the NEA, but it did not occur to me to seek higher level help.

Bullying can also be professional ostracism.

Well-loved. Like or Dislike:  14  0





356.

357. Mary Stansil says:

[July 23, 2012 at 11:32 am](#)

I thought I was alone and that I was in the wrong. I have been the victim of bullying for years and my wake up call was watching the required video on workplace harassment. Last year was rough, but at the end I realized that I have allowed myself to be a victim. Finally, I made an appointment with a super and was told more teacher voices needed to be heard. I began conversations carefully at school and discovered I was not the only victim of administration bullying. Others went to this super and followed up with NEA. As a veteran teacher I finally woke up that I have an obligation to be a role model not only for students, but also for colleges.

NEA, please keep up with this topic.

Well-loved. Like or Dislike:  9  1



358.

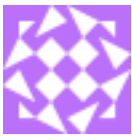
359. **AL says:**

[July 23, 2012 at 12:13 pm](#)

As sad as this is, reading these responses provide some comfort in knowing that I am not alone in what I have been going through. At this point, I can't determine when the bullying first began but it has likely been 5 years. It has in great part been caused by my refusal to inflate grades, but also in administration's desire to make every parent happy in our "school of choice" county, regardless of the egregious or negligent behavior or parent or student. Either way, the effects on my physical and mental health have been extreme; my doctor even suggested that to get healthy I would need to get a new job. Anyone who knows me (even, I suspect, the main perpetrators of the bullying), knows that I am dedicated to my job. I regularly attend and present at statewide conferences, am on a statewide coalition, and have begun two gardens at my school and brought in nearly a thousand dollars in grant money. I voluntarily run an after school club whose efforts help the whole school receive recognition. (My vagueness is to preserve some anonymity.) It is not uncommon for me to work 12 hour days. I have training in and consistently implement strategies incorporating multiple intelligences, differentiated instruction and full-body experiences. This past school year I had a full time special ed teacher and ELL support teacher in my room; both of them have been teaching over 25 years, and each told me that I do the best job of any teacher they have worked with in our district. The point of this? Go check out my evaluation. You won't find "highly effective" anywhere on it – even in the "Professionalism" category. (Incidentally, every other science teacher got a higher evaluation than I did; including the one who has shown a video in her class for 30 days in a row.) I contended the evaluation – a long story in itself, but never got any satisfaction at all. The details on my side are overwhelming, and the case of my administrators looks downright ridiculous. Teachers in other departments agreed that the whole system in our building is a farce. The even bigger consequence? With Michigan's legislative changes to teacher evaluations and essential ending of seniority, I now have a .8 position for next year. This is not the first year the bullying has been so extreme, but with "education reform" the consequences are now adding financial consequences to my health and emotional costs. I feel teaching is a calling and a profession, not just a job, but when I am off in the summer, I can hardly bear to think about going back. I remind myself that I do it for the kids, and I do, but I keep feeling like the personal cost to do the right thing is bringing me to the tipping point. As with other commenters, there has been little to no union assistance this year. During one year my union was a strong ally, but as we had no contract, no grievances were being accepted. I therefore could not grieve the hoops of the 18-page "mini" assistance plan I had to follow. With some of the legislative changes, in fact, my union is actually legally unable to help me, e.g. with my evaluation concerns. I feel more like a lawyer as I document and document every contact, comment and

datum; I have even considered filing a civil lawsuit, but I don't know the steps and may not have the funds. I have enough friends in other districts to know that grade inflation and the systemic disintegration of ethics in the schools is not limited to my district. I just wish that all those who are contributing to the perpetuation of grade inflation, lack of discipline, demonization of teachers and treating schools like businesses and education as a political pawn could see — it does not help kids, and it certainly does not help our society as a whole. I am bullied for being a holdout to good educational values; how much longer will I and others like me be able to keep up the good fight?

Well-loved. Like or Dislike:  13  0



360.



361. **Kbert says:**

[July 23, 2012 at 12:19 pm](#)

I was given a position that the parent of one of my students had applied for. At the start of the school year, the child's mother brought a group of parents to meet with me. She didn't talk, but the others asked what made me think I was qualified to teach math to their children. They complained that the class wasn't rigorous enough, not enough homework was assigned, etc. Projects that I assigned were dismissed as useless fluff, even though other teachers later assigned them to great fanfare. The homework issue was an easy fix. However, the same parents then wrote a formal letter to administration that they were having to help their children with their math homework, indicating that I was doing a poor job of instruction. Though I dedicated nearly all my lunch hours to helping students, and was available after school on a daily basis until nearly 6 pm., their children never took advantage of my help. That did not matter to the parents. The child whose parent had not been hired, acted out in class nearly every day. He questioned every lesson that was taught, opined that my lessons were stupid and useless, changed answers on corrected papers and tests, then claimed I had made mistakes when going over his papers. When I employed manipulatives, the child threw them about the room. My hands were tied. Anything I did brought further grief upon me. In my hearing, the student even told other students how easy it would be to "off" the superintendent. That resulted in him receiving a slap on the hand from the principal.

My principal knew what was going on. She said it was unfair, but then stated that life is not fair. The following year she filled another math position with the parent who had been so disappointed to lose out to me. Amazingly, the furor about my teaching died down. For a time. When the new hire had his own share of problems as an algebra instructor and was assigned to a basic math class for the following year, he gave notice that he would not be returning. Suddenly the heat was back on me. Parents, who just happened to be neighbors of the teacher in

question, or whose children were close friends of his son's, again began questioning everything I did. Finally, a parent wrote to the principal requesting the loan of math books over the summer. Because of the poor quality of my instruction, a group of parents had decided to hire a summer tutor to bring their children back up to speed. Guess who they hired to be the tutor? My principal assigned me to the basic math position, telling me to lay low for a year or two, after which time the families involved would have passed on to the high school. Sadly, the furor never quite died down. People from the original group continually found fault with the school and the principal. They took their complaints to the op ed section of the local paper, and offered up the 'incompetent' math instructor as proof that the principal was not on top of her game. Despite previously excellent performance reviews, I was rified rather than granted tenure.

Well-loved. Like or Dislike:  4  0





362.

363. **EarlyBird says:**

[July 23, 2012 at 12:48 pm](#)

This is why I retired early. There did not seem to be anywhere to turn. I had a supervisor who bullied me for years...made me do extra work that no one else in the department was required to do and more, and that's just for starters. I hesitate to specify because I wouldn't want to be identified by the incidents. Trust me...I was targeted to the point that even my co-workers noticed it. I called the union and was told she was "within her rights" even though what she was doing to me was not fair or equitable. Add to that treatment the bullying from students and parents. What job requires you to take insults from those you serve based on their age? They make comments about your clothing or your weight and you hear: "They're just kids, ignore it". I'd like to see that in an office. They curse and disrupt things and when you call the parent they essentially call you a liar and you're in for more bullying because they will say "Not MY kid!" Too much. Too long. Too many times. The day I retired was one of the happiest in my life. I wanted to help kids, not enable them. I did not want to be adulated, just given due respect. I teach in New Jersey where my governor has anti-bullying laws that make me responsible for things that happen OUT OF SCHOOL....but there is no recourse for me if I am bullied right in my own classroom.

Well-loved. Like or Dislike:  9  0



364.

365. Susan says:

[July 23, 2012 at 2:07 pm](#)

I have witnessed workplace bullying and I believe I may have become a victim. The union rep. and state association have turned their backs. I have a hard time understanding this kind of treatment of teachers in the field of education. We pay dues and where is the support when needed? What is the NEA willing to do?

Like or Dislike:  4  1



366.

367. Bigbird says:



[July 23, 2012 at 2:41 pm](#)

How can bullying of students be reduced if teachers are bullied?

It is a fine line between requiring improvements that teachers don't want to make, and bullying. Bullying is power and control. Playground bullies are not typically asking for modifications for improvement of delivery or academic progress.

Bullies target those individuals they cannot figure out how to get along with or how to respect despite differences.

In teaching, this is a poor administrator. Administrators must have skills to get along with a great range of individuals, including those with whom they disagree. A poor administrator is one who is using the power of the position to "win", not lead.

Well-loved. Like or Dislike:  5  0





368.

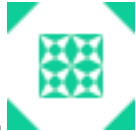
369. MAB says:

[July 23, 2012 at 4:18 pm](#)

Bullying teachers (especially veteran teachers) by principals is common place and encouraged by district administration in the Seattle School District....also common place is the fact that the Seattle Education Association has done nothing to stop it and instead facilitates separation agreements between the teacher and the school district....these agreements terribly one-sided with clauses that prevent the teachers from speaking publicly about their situations or that prevent the teacher from taking legal action. SEA is not representing their members, so I ask what leadership is coming to them from the national and state

levels? What is NEA willing to do?

Well-loved. Like or Dislike:  4  0



370.

371. **John says:**

[July 23, 2012 at 4:57 pm](#)

I was Bullied for 5 long years. After 7 successful years under a veteran Principal (I tool over for a legendary Teacher who retired after nearly 40 years of service) an entirely new “regime” moved in along with their “Safety Manager” who started the whole “bullying atmosphere” The Union can be of help but they can’t stop the Principal from escalating the “game” each time she looses a grievance procedure. I was yelled at in School Community Council meetings, budget reduced to zero, told to leave the school by a certain time because I was “wasting electricity”, ordered to break down shelving that I paid for and built with my own time and money, told that I was creating a fire hazard by storing equipment on the shelves (the Union found worse conditions in other classrooms and actual fire code violations in the school’s office) etc...etc...etc... but when performances were being cancelled under the guise of preserving classroom time due to furloughs, I knew it was time to leave. It’s kind of ironic that I left a community that I worked in for 12 years as a teacher and assisted the “Legend” and the local High School while I taught in another community for many years prior to my transferring there because the Bullying was now affecting my students. Now just 2 years removed, my former robust program is more than 50% smaller and dropping and the High School which was “the Program in the State” is nearly dead. I am so fortunate to hook up with a a Principal who was my V.P. in my 5th year of teaching (this year will be my 28th) We’re on a roll again and the High School that we feed into has increased their program’s enrollment by over 100% You can’t fight the Principal, transfer out as soon as the bullying starts. I’ll admit that it was difficult leaving my colleagues and the parents and the students in the community that have become great friends but they are not a reason to risk your health and mental well being over! Now I have new colleagues, a new group of parents who have become supporters and friends, my former students come to help with our Summer Program and my Doctor (though he refuses to take me off of medication) is now praising me for the blood pressure and heart rate of a 20 year old! GET OUT! You can do what you do where ever you go (even in a notorious lower income area where I am now). Teaching is fun again and when I have fun, you can bet that the kids in my charge will have a great time too!

Like or Dislike:  3  0





372.

373. **DEW says:**

[July 23, 2012 at 5:13 pm](#)

I happen to be a veteran Educator of Color who's also with Seattle Public Schools, and have endured harsh practices that involves discrimination with age and race; along with bullying and harassment from insecure and arrogant administrators and even some teachers. And get this, because I am an Educator of Color, my physical appearance often catches people off guard especially when meeting me for the first time. Many have often remarked afterwards that my name doesn't match what I look like. This shouldn't even be an issue within the realm of teaching (let alone within any other profession). But sadly, in Seattle, it flourishes. And as the fellow Educator from Seattle has mentioned, our union- Seattle Education Association (SEA), doesn't do anything to intervene nor resolve incidents like this. Instead, they often blame the victims. Yet the preceding example I provided, is just the "tip of the iceberg" when interpreting all the mess that we have to go through on a day-to-day basis. We're practically at a boiling point knowing that our own union refuses to initiate assistance. And this gets so frustrating knowing that they're collecting pay for doing nothing! Now because I use to be a .05/part time employee, I was ultimately stunned to hear my assigned union representative tell me "well, since you are a .05 employee, I'm only going to assist you part time"! I simply refused any further "help" from this individual and told her that "I could do 'bad' by myself"! Ain't that a blip?!

Well-loved. Like or Dislike:  4  0





374.

375. **lois says:**

[July 23, 2012 at 6:52 pm](#)

Hidden due to low [comment rating](#). [Click here to see.](#)

Poorly-rated. Like or Dislike:  3  13



376.

377. **Lisbeth Solberg says:**

[July 23, 2012 at 8:12 pm](#)

Richard Du Fours and the Learning Tree people have tips for administrators who want to drum out “uncooperative” teachers (translate: teachers who do not want to work beyond contracted hours without compensation). Demanding formal daily lesson plans a week in advance for years at a time, popping in unannounced at the very end of class, “interviewing” students privately, skewing ratings on formal and informal reviews: all are methods from the script. We will see more and more of this by and by so be ready!

Like or Dislike:  4  2





378.

379. R says:

[July 23, 2012 at 9:26 pm](#)

Wow, this story hit home for me. Just this past year I was extremely bullied when I accepted a position that two other co-workers had hoped their friend would fill. Not only was I confronted by their friend during a day she was subbing, but I was also verbally attacked, being told I was not qualified for the job. It was my main goal to prove them wrong, and show them that I was deserving of the position. I ended up working myself into the ground. I was stressed and quite possibly depressed. I had anxiety attacks over this situation on my way to work, and it was not until I got the e-mail saying I was accepted for a transfer to another school in the district that I began calming down. I never felt like I was ‘safe’ in this position because these women had been working in the district for many years and had many strong ties. I did speak with my principal about this, but we both decided it was within my best interest to ‘sweep it under the rug’ for the rest of the year for my own professional safety. I think it is so upsetting and hypocritical that many educators are stressing the importance of decreasing bullying, when in fact, they are contributing to the problem. I am a new person after this experience, I am so hopeful and excited for a new start, and to be in a place where I am accepted.

Like or Dislike:  2  0





380.

381. SCEA fan says:

[July 23, 2012 at 10:29 pm](#)

I want to say THANK YOU to the South Carolina Education Association for its support of faculty and staff regarding this issue. While I am saddened to read that that is not the case in other regions of the country, I am pleased to report that the SCEA is a strong source of support for teachers facing a harrassing, bullying

administrator or principal. Our local rep is indefatigable in informing us of pending legislation, school board meeting reports, policies and procedures, etc. A few years ago, several teachers at my school had an issue with the principal. I won't go into the details, but the SCEA was right there to support the teachers—from crafting written responses, providing guidance for the grievance process, holding support meetings—they “had the teachers back.”

Well-loved. Like or Dislike:  5  0



382.

383. **Cheyenne says:**

[July 24, 2012 at 1:41 am](#)

I'm glad to hear that the Union is now taking some action regarding the bullying that takes place between administrators, department chairs and their teachers. It has been a very emotional exhausting 3 years, which has made a negative impact on my health. It takes alot of information, and documentation to prove you have been bullied!! The administration doesn't realize that I have colleagues that spill the negative talk towards me. Custodians were told not to help me at all. I had to lift and move office areas 5 times in the past 10 years. My family had to come in and help me. The sped social worker also was told she was not to help me in anyway with behavior plans or communicate with me concerning a student. The social worker stated that many people were told not to help me with anything. As a SpEd instructor we should work together as a team in support of the parent and student...that didn't happen in the past 3 years. The administration along with my dept. chair has tried to take all that I love in teaching and extracurricular activites. Power, and control is a major problem...the bullying needs to stop before we lose great teachers whom have won awards for there work with students and parents. Please stop them... it does exist and someone who has the authority to do so, should listen to what is happening. For if the union doesn't control this nonsense I'm sure an outside attorney would enjoy taking a case like this.

Like or Dislike:  3  0



384.

385. **Salander says:**

[July 24, 2012 at 3:19 pm](#)

I too am a teacher in Seattle Public Schools. I have been bullied by my principal

for nearly two years. I have been required to spend numerous hours writing literally dozens of lesson plans. My principal hands me back these plans with his "suggestions". My principal has never been a teacher, has not even been an intern teacher and does not hold a teaching credential. His suggestions make no sense to any teacher yet I am rated unsatisfactory for not following his plans. I was put on a Performance Improvement Plan that covered, initially covered 74 areas. I was able to negotiate that down to about 26 areas. But guess what? The negative feedback from the principal did not have anything to do with these areas. Instead it was a random collection of what I was doing wrong in the way I handed back papers or I didn't turn the all the room lights back on when the moment I finished using the projector. If I did this to my students I would be considered a bully.



My local Seattle Education Association union rep participated in the bullying. I am paying out nearly \$100 a month for union representation. This is extortion. With the much money a month I would rather hire an attorney who represents my interests. Instead I am paying for that out of what is left of my meager pay check. According to the vast majority of my students and and parent and a neutral observer I am an excellent teacher. According to my evaluations for the past 20 some years I am an excellent teacher. Then this ed reform lackey comes along and all of the sudden I am incompetent.

I stopped the bullying by taking a five month health leave. I am now being treated by multiple caregivers and using a variety of medications just to stabilize my diagnosed PTSD.

Yet, when I return to my classroom in the fall I have been threatened that it will all start over. I will have one month to make improvements (in God knows what)and then, when I receive another unsatisfactory rating I will be fired. This is what I have to look forward to in the coming weeks.

Even though I teach to the accepted state and local standards and the vast majority of my students reach those standards I will be fired for holding my pencil in a way not approved by ed reformers.

Shame on my local, state and national union for allowing this to happen.

Well-loved. Like or Dislike:  4  0



386.

387. **John Scarbi says:**

[July 25, 2012 at 10:00 am](#)

What about the way students bully us online with ratemyteachers.com and teachercomplaints.com

Like or Dislike:  4  1



388.

389. **David says:**

[July 25, 2012 at 10:09 am](#)

My principal is a bully as well. I was a victim for my first 4 years with him and then something changed. I didn't do anything different but he stopped bullying me. I think he just moved on to a 'better' target. We lose teachers all the time, some in the middle of the school year. Our district does climate surveys and our school/principal resrepresents poorly on the survey but the district does very little about it. It is bad enough to have a bully but even worse to have it ignored by the people in power.

Like or Dislike:  2  0



390.

391. **Tom Fourman says:**

[July 25, 2012 at 10:25 am](#)

I read a brief mention of non-union teachers being bullied by union teachers; but I didn't see any mention of harassment within the union, of members that do not support liberal issues, or Democratic candidates. This is a serious problem in some schools.

Like or Dislike:  1  0



392.

393. **C. Davis says:**

[July 25, 2012 at 10:35 am](#)

This is a prevalent labor issue in Waterbury, Connecticut school system. One example that became recognized was the forced changing of student test scores. This is especially prevalent in the Special Education Department, where supervisors reprimand and demean teachers in places like a PPT meeting, hallway transitions, and even in the classroom.

The sad thing is that everyone knows it's happening...and no one does anything about it. We are losing exceptional educations because of this abuse.

Like or Dislike:  1  0



394.

395. **Wahoowa says:**

[July 25, 2012 at 10:46 am](#)

This happens everywhere all of the time. I don't know which is worse: behavior of administration or the parents. At least when the behavior of the child is poor, there is some sense of willingness to forgive. But, when grown adults like to bully teachers, there is no forgiveness. I have witnessed it on many occasions, including seeing it happen to my wife. By the way, we teach in the same school. Three years was enough for her. Teachers are afraid to speak out for fear of having a target on their back.

Like or Dislike:  0  0



396.


397. **Lieutenance says:**

[July 25, 2012 at 10:50 am](#)

As an educator, I view daily issues with students bullying the teachers in the school. When a young teacher is afraid to enter her classroom—most students in the high school look older than the new teachers (typically only about 21-22 when they start) a definite issue arises. I understand why some behaviors are dealt with in certain ways—special needs students can only receive x number of days all year and the parents who don't wish to take responsibility for the behavior of their own kids are fully aware of the legal issues surrounding removal of their students.

Students are guaranteed a safe environment for their education—however—when we are full of low performing bullies that would rather push the envelope of propriety in the classroom vs. try to learn just the basics— a problem exists that needs to be addressed. My district has a severe discipline problem and according to the teachers across the state—this problems exists in all districts. We endeavor to find a resolution and have to provide the necessary support to the districts to allow correction and removal of the offenders if appropriate. The answers— 1—install cameras in the classrooms, labs and shops—protects the teachers, 2—with limited administrators in the schools—principals are relying on deans and others to try to facilitate discipline—time to get the school resource officers into the issue—and 3—make the parents responsible legally for their students behavior (i.e. SPANK THE PARENTS). Amazing how quickly a student comes into line when a parent has to return them to school when they misbehave. —forgot #4—find a method of removing or blocking the cell phones—students, teachers and administration haven't the maturity and discipline to use them appropriately—until they learn—remove or block access.

thank you

Like or Dislike:  2  0