

A Road



TO ACHIEVEMENT, KNOWLEDGE,
EFFECTIVENESS AND SERVICE

Maurice Pritchett, Sr.



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December 29, 2014

Delaware Department of Education
DE Charter School Office
John G. Townsend Building
401 Federal Street, Suite 2
Dover, DE 19903-1402

Dear Ms. Jennifer Nagourney,

It is with great concern and emphasis that I submit this letter to remove the current school board of Family Foundation Academy and reinstate Dr. Tennell Brewington (School's Founder) Director.

I strongly endorse and recommend Dr. Tennell Brewington to this position. I consider her an elite and outstanding leader who possesses great character that is required to fulfill her responsibility in a manner that is exemplary and commendable.

I have had the pleasure of knowing Dr. Brewington since she was a student in fourth grade at Bancroft Elementary in Wilmington, DE where I was the Principal.

She is a team player who is trustworthy and truly an ambassador of students, families and communities. Her genuine interest in students and their achievement is not only phenomenal, but is truly indicative of her desire and commitment to succeed in the education field with due diligence. In addition, her communication skills are exemplary and her willingness to assist in any way necessary is admirable.

Without a doubt, I strongly endorse Dr. Tennell Brewington's reinstatement as Director of the Family Foundation Academy.

Thank you for your time and consideration. Please do not hesitate to call.

Sincerely,

Maurice Pritchett

Maurice Pritchett, Sr.
CEO

From: [Pamela Higgins](#)
To: [infocso](#)
Cc: [pammie127@yahoo.com](#)
Subject: Family Foundations Academy - 2014-15 Renewal Public Comment --- Pamela Higgins
Date: Thursday, January 08, 2015 9:26:50 AM
Importance: High

I am asking to renew the charter for Family Foundations Academy and remove the current board and reinstate the certified school leader Dr. Brewington. I support this school 100-percent. I encourage the values that they instill in the learning of our children that attend and stand for their core mission for education for the children and ethics.

I have 2-son's that attend the charter school. One of my son's is in 5th grade honor classes and another son is in 7th grade classes. I love the improvement that my son's have shown and the support of the staff and well-being for the children that attend the charter school

Pamela R. Higgins
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From: [Karlee Reffuge](#)
To: [infocso](#)
Subject: Family Foundations Academy - 2014-15 Renewal Public Comment
Date: Thursday, January 08, 2015 2:14:09 PM

Full Name: Karlee Reffuge

Email Address: karlee.reffuge@ffa.k12.de.us

Charter School: Family Foundations Academy

Comment: To whom it may concern,

I am writing concerning the charter renewal of Family Foundations Academy Charter School. I am a second grade teacher to 24 wonderful, bright, talented students here at FFA. The renewal of FFA's charter is essential to not only my success as an educator, but to their success as young learners.

Here at FFA we do so much more than teach reading, math, and science. We teach our students how to be better people. We teach them that character really does count. We love our students like they were our own children.

We have a longer day and a longer school year than public schools. We make less money than public school teachers. And none of those things discourage us from going above and beyond for our students every single day. Drive by our school at 6 or 7 o'clock on a school night, or better yet a Saturday, and I guarantee you will see teacher and administrator cars in the parking lot. Are they there for themselves? Are they getting paid more money? No. They are there for one thing, and one thing only: a better education for their students. Isn't that what every parent would want for their child?

I have grown so much as a teacher by working here at FFA. The administrative support I have received has been incredible. I was chosen as a Delaware Dream Team Teacher this year, which I would not have done without the push and incredible support from our Curriculum Director, Mrs. Amy Novosel.

Students and parents depend on FFA teachers.
FFA teachers depend on their students.
I support FFA, and I hope you will too!

Thank you,
Ms. Karlee Reffuge
2nd Grade Teacher
Family Foundations Academy Charter School

From: [Family](#)
To: [infocso](#)
Subject: Family Foundations Academy - 2014-15 Renewal Public Comment
Date: Thursday, January 08, 2015 6:54:15 PM

Full Name: Family

Email Address: familyties14@yahoo.com

Charter School: Family Foundations Academy

Comment:

To Secretary Mark Murphy and Mr. Blowman,

I must speak up for Dr. Brewington. This is in no way to bring harm to FFA or Mr. Moore. There is a letter dated 1/6/2015 from the Board of Directors and council for the school Mr. A. Wohlstetter regarding the reason for Dr. Brewington's suspension. I cared for her son and parents while she was away on a business trip to Las Vegas to attend the National Charter School Conference in June. She went with two other employees of the school and Mr. Moore. She spoke to functions she attended with the other employees. She stated that the state asked about some transactions related to a vendor for M. Jackson tickets and items. I looked on the state checkbook (look between the months of June and August 2014) to see these transactions and they are listed as "travel out of state" transactions. The board said in their letter of 1/6 that they suspended her for a "personal" transaction with the P-card.

What was the personal transaction? Did she buy a coach bag? Mr. Suliman indicated Dr. Brewington was in violation as well in his exit report. He did not state it was because of personal transactions.

What prevented them from taking the credit card privileges (P-card) from her immediately in June if it violated internal controls?

Her suspension letter had eight items listed that were read aloud in the public meeting after they suspended her. Since it was read in a public meeting can't they provide it to you? If I recall one specifically said they had a problem with her speaking to the department of education and it was considered unauthorized communication. One of the eight reasons was because of a P-card transaction that took place during a business trip.

The board also stated in the 1/6 letter that an independent accounting department was in place. Mr. Moore was and remained in control of all finances up until 12/23/2014. In the forensic audit Mr. Suliman indicated he was perceived as Mr. Moore's assistant. Thus, during a major internal investigation Mr. Moore remained in control of the finances. He was not suspended for not coming to meetings and not complying with requests of a major audit as listed in the exit report.

Further clarification; There were minutes released regarding the 12/2 board meeting regarding Dr. Brewington's suspension. She was not present for the board meeting that took place from 7:10 to 9:45pm. I was in her office with her trying to calm her down because she knew something was wrong that evening. She was then called into an executive session while in the hallway with community leaders (Mr. and Mrs. Pritchett and Mrs. Ford) and friends.

I am writing this because she was told in writing not to speak to the department of education about anything. She wanted to and has been speaking up about the unfair treatment of an all-male and all African American board toward her. Someone needs to be her voice. We all deserve to hear the truth. This is the founder of this school. The community has been with her through this journey. The board cannot tell her not to speak to her friends and family about her job, she obviously could not speak to them and be fairly heard and treated. For fear of being threatened with termination she has remained quiet.

The school deserves to be renewed on its merit of academic achievement and financial standing. The school did not get to where it is solely by Dr. Brewington and not solely by Mr. Moore. The board should have worked in the role of collaboration for both directors not just one and they should have recognized that these are two separate leaders with two distinct leadership styles according to the

Yours, Mine, and Ours chart.

Over the past weeks from evidence provided by the board, equality is hard to come by and their conduct is questionable. As a family member, I cannot sit idle and watch her dream and vision be forsaken. The community appreciates the staff and leaders. The staff members are continuing to do their jobs in the mist of this dysfunction. They continue to forge forward with the vision of the school and should be commended for that. They have feelings and emotions as do the parents and students, and have been impacted by the removal of both Dr. Brewington and Mr. Moore. Staff were forced to take sides. This co-leadership model perpetuated this behavior. What is hard to get past is the board and their affiliates and their behavior of which director was "favored". Corrective actions for one are always taken after the fact. Those who are accountable for the charter should answer to their conduct.

Family and friends started a petition for her because this was unfair. We are permitted to do that. We are not breaking any laws. People who care for her should not be intimidated to feel that they cannot speak up for her. Of course we want to see Dr. Brewington reinstated she has a good track record with the community and parents. This educator had a vision. It would have been good to see other educators join her on the board level and continue to grow FFA based on fair and ethical conduct. Please put FFA on a good path for the next five years. This board had its turn.

We will watch for your fair and unbiased decision regarding FFA. We will put our trust in you. God will guide you.

Respectfully submitted,

Family