Attn: Horseshoe Elementary Drive Parents & Community

I would like to take the time to bring some things to your attention that you may not be aware of. As you all know there was new principal placed at Horseshoe for the 2024-2025 school year. She was the principal at Mabel Brasher for 6-7 year before being transferred to Horseshoe. While under her administration Mabel Brasher was a failing school. Allegedly she was transferred to Horseshoe because her leadership style significantly impacted the school culture at Mabel Brasher leading to a negative and toxic work environment for teachers. It has been said that during her principalship at Mabel Brasher there was high teacher turnover rate due to the principal’s leadership style and unethical practices. Allegedly some of the teachers who worked under her at Mabel Brasher filed grievances against her.

Now let’s take a look at the principal’s year at Horseshoe Elementary. Before the school year started, the principal released at least 5 teachers from their contract to return to Horseshoe for the 2024-2025 school year. Her reasoning for the dismissal was that the teachers were not certified. This could be a reason as to why a teacher would not qualify to get a contract to work at any school. However, the principal replaced many of those uncertified teachers if not all with more uncertified teachers. One of those teachers that she replaced was the lead teacher. This leader teacher had been working as the lead teacher at Horseshoe for 3 to 4 years. She was told by the principal that the district was only hiring and keeping teachers in that position that had received their Ed. Leadership certification. However, she removed her from that position only to replace with another teacher who also didn’t have her ED. Leadership certification. The principal replaced her with the Kindergarten teacher from Mabel Brasher that zero leadership experience. She replaced many of those teachers with teachers that followed her from Mabel Brasher. It was very clear by her actions that she removed those teachers from Horseshoe in order to replace them with teachers that would be following her from Mabel Brasher to Horseshoe. This agenda of hers would continue.

Throughout the school year many of the teachers at Horseshoe felt as though their teaching career was being sabotaged by the principal. They felt as though the principal used her power to carry out teacher observations as a way to seek revenge and make teachers look ineffective. The school had TCM meetings weekly in which teachers had to attend. These meetings are led by the lead teacher and administration is to be in attendance as well. One of the purposes of these meetings is to provide coaching to the teachers. However, many teachers felt as though the meetings were pointless and unresourceful. They often left the meetings week after week with more unanswered questions than what they had coming into the meeting with. This was due to the inexperienced lead teacher the principal had placed into that position instead of leaving the experienced lead teacher at Horseshoe. Also, the principal rarely attended the TCM meetings which she was supposed to do. The principal had nothing to offer the teachers to help grow them or the students for that matter. It had become clear to the teachers that they wouldn’t be able to count on leadership.

Before LEAP testing 2025, the principal had begun to work on staffing for the 2025-2026 school year. Five to six certified teachers were told they wouldn’t be receiving a contract to return to Horseshoe next school year. She met with each one of the individually and they were all given different reasons for her decisions. Just to give a few example, one teacher was told that she wouldn’t be given a contract because she was an ineffective teacher. However, that wasn’t true because that teacher hadn’t received ineffective scores on her SLTs’ nor was she on the list to be placed on an intervention plan for being an ineffective teacher. The principal told the P.E. Coach, who is a male, that she wasn’t able to renew his contract to Horseshoe because she preferred to have a female P.E teacher next school year. She stated that a female coach would be able to work with the cheerleaders as well as teach P.E. She also told him that enrollment would be a lot lower next year and the school is not going to have sports and maybe even specials. Now this is all the way confusing because if the school is not going to have sports then why would the school need a cheerleading coach of any sex for that matter. Also, the school doesn’t get rid of P.E. class just because enrollment is decreasing. She was blatantly lying to him. Just in case you guys haven’t picked up on it yet, the principal has a habit of lying. She was also sexually discriminating against him. Let’s keep going. She told another teacher that she wouldn’t be getting a contract due to enrollment decreasing for the next school year which meant that the number of classes would be decreasing. Yes, sometimes when the enrollment decreases some teachers may not be able to return to that school. However, the process should be to release uncertified teachers first, offer open positions to certified teachers, and then fill in what’s needed after that. Instead the principal chose to release certified teachers and keep uncertified teachers.

Let’s take some time to mention that some of these uncertified teachers the principal has chosen to keep have not be able to get their certification because they are not able to pass the Praxis exam. So, you have teachers that are not able to pass a basic math exam after several attempts holding positions over certified teachers. Yes, the principal is aware that these teachers are struggling to pass their exams to become certified. Not to mention the principal is still interviewing for positions next school year. This has caused the teachers at Horseshoe to question how could she be interviewing for positions for next school year when technically there shouldn’t be any position available since enrollment is decreasing and there will be less classes according to the principal. Also, she already has certified teachers that she could place in those positions for the next school year. The teachers that she has been interviewing are people that she knows and teachers who worked with her at Mabel Brasher and want to come to Horseshoe to work under her. Also, those uncertified teachers are those that have found favor with the principal, transferred with her from Mabel Brasher, or have the right skin complexion, so they get to return to Horseshoe under her administration next school year. The reason why it is said that those teachers have the right skin complexion is because all of those 5 to 6 certified teachers along with those other 5 teachers that she didn’t give a contract to after she was named principal at Horseshoe are all of the black race. Horseshoe is a predominantly black school as far as the student population. There was a total of 9 black teachers and the principal has released 5-6 of those teachers and some are still unsure of their status at Horseshoe for the next coming school year. Allegedly this is the same thing the principal did at Mabel Brasher, slowly got rid of the black teacher only keeping a low number of blacks to ensure there is some minority race on the staff.

Horseshoe parent and community, I am making you aware of this because if she is successful and remove all of or even the majority of black teachers out of that school then this could have a negative impact on the student’s that attend that school. Research have shown that black students have improved educational outcomes and a sense of belonging when they are being services by teachers that look like them and is familiar with their cultural background. I ask that you reach out to the teachers at Horseshoe, Horseshoe administration, and the Rapides Parish School Board to demand answers. Work together with the teachers in your children’s school to draw attention to this matter with the hope that the powers that be will not let the principal get away with doing this. While your students’ education may not matter to the principal, they matter to yourself, the teachers, and the community. Let’s spread the message.

Also remember parents and community that Horseshoe was the school that the superintendent wanted to close siting geographical location as one of the reasons for the possible closure of the school. However, that motion didn’t pass and the school has remained open. When I look at the bigger picture it seems that this maybe another tactic to close the school. Mr. Powell placed this principal at Horseshoe knowing that she was a failing principal. Mabel Brasher was a failing school for at least 5 years or more under her leadership. So, why would he placed a failing principal at Horseshoe knowing that she couldn’t possibly be of any benefit given her record at the previous school. My guess would be to do just what she is doing now. Getting rid of all of the certified teachers and bring in teachers who are not equipped to educate or manage the behaviors of our student ensuring that Horseshoe will remain a failing school. The superintendent will then use that to his advantage as a reason to close Horseshoe. So, I am pleading with the parents and the community to come together and prevent this from happening. Like the superintendent says “Better Together” at we are. So, let’s come together and demand better from the superintendent.

Flyer

### **📣 Community Petition for Transparency & Fairness at Horseshoe Elementary**

**Protecting Our Students, Supporting Our Educators, Demanding Accountability**

**To the Parents, Guardians, and Community Members of Horseshoe Elementary:**

Recent leadership decisions at Horseshoe Elementary have raised serious concerns among staff, parents, and education advocates. It is our responsibility as a community to ensure fairness, equity, and professionalism within our schools.

### **❗ What’s Happening?**

* The principal was appointed principal of Horseshoe Elementary for the 2024–2025 school year after a challenging tenure at Mabel Brasher Elementary, where public records indicate multiple formal grievances were filed during her administration.
* Since her transfer to Horseshoe, at least **five certified teachers**—many with “proficient” evaluation ratings—have had their contracts non-renewed, while **uncertified individuals** were reportedly hired to fill those roles.
* In one case, a veteran lead teacher was removed under the stated reason of lacking an Ed. Leadership certificate—only to be replaced by an uncertified teacher with no formal leadership background.
* Louisiana law (**LAC Title 28, Section CXV-1305**) and **Louisiana Department of Education guidelines** state that certified, effective educators should **not** be replaced by uncertified individuals except under specific conditions.
* There are also growing concerns about **equity in staffing**: Horseshoe serves a predominantly Black student population, yet a significant number of Black teachers have been released or remain in job status limbo.
* Multiple teachers have cited **retaliatory treatment, exclusion from key planning decisions, and low support from** administration. These claims are backed by **formal grievances and documentation** filed with the district.

### **🧾 What We’re Asking:**

We are not accusing anyone of misconduct—we are demanding transparency and accountability.

We, the undersigned, respectfully ask the **Rapides Parish School Board** to:

1. **Conduct a formal and public review** of all staffing decisions at Horseshoe Elementary for the 2024–2025 and 2025–2026 school years.
2. **Disclose how many grievances have been filed against the principal**, and whether they have been reviewed and addressed appropriately.
3. **Ensure compliance with state law** regarding the replacement of certified educators.
4. **Provide clarity on hiring policies and plans for next year**, especially regarding uncertified hires and interview practices.
5. **Protect educational equity** by ensuring that staffing decisions reflect the needs and demographics of the student population.

### **📞 How You Can Help:**

✅ **Call or email** the Rapides Parish School Board and demand answers.
✅ **Speak to your child’s teachers** and listen to their concerns.
✅ **Attend school board meetings** and raise your voice during public comment periods.
✅ **Sign and share this petition** with fellow parents and community leaders.

**Our children deserve the best.**They deserve leaders who build trust—not secrecy.
They deserve teachers who are valued—not replaced unfairly.
They deserve a school that reflects and respects their community.