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Introduction

The intent of this document is to publicly present evidence of events that took place at Thornton Creek Elementary school in the Spring of 2018, in which some teachers, parents, and administrators conspired through exclusive back-channel communication to remove other parents from their leadership roles at the school. We assert that the events of last spring are still relevant and informative regarding continuing discord at the school. We had been waiting for the District to conclude investigations, but after nearly a year, we feel the need to share what we know about what happened last Spring. We believe the parallels between what happened then and what is happening now will be clear. Though this is an evidence-backed document, it is not neutral. The editors of this document believe these events were highly inappropriate and unethical, and are indicative of a deeper brokenness in the culture at Thornton Creek that can and should be addressed directly. Where possible and appropriate, this document will depersonalize information to avoid singling out individuals. In the spirit of full disclosure and transparency, publicly available information is included in the appendices, and these documents do not redact personally identifying information beyond what FERPA requires.

A note on the editorial process

The editors believe the facts in this document should speak for themselves. We believe it stands on those merits. Contributing editors include Christina Ellis, Evan Briggs, and David Simonton.

Email communications excerpted here are available in the appendices.

Identifying Patterns

Retaliation and scapegoating

We believe the evidence supports our conclusion that a small group of teachers and parents conspired to remove Evan and Christina from their leadership roles, and that parents were deliberately recruited for the express purpose of forcing an election, while the community was being led to believe the election came about organically. (Though electoral processes are specified in Site Council bylaws, there had not been an election in more than a decade.)

From an April 25 email from one parent to a group of five teachers:

“A group of us are beginning to think about how to proceed with a call for nominations for new site council leadership. After talking with Kristin yesterday, I think the only way out of this is for both of them to be out of leadership ASAP, which likely will have to be the end of this year, but could be immediately.

I don't yet know how to do this without starting an all out war between those of us who see what trouble Christina is causing and those who think she's cherry pie and is the victim in this situation “having been through a lot.” We really cannot accuse her of the things we believe to be true.”

Then, from the same email thread on April 25, a teacher wrote:

“I recommend that we take a look at the bylaws that allows for elections in June. I think it makes sense to propose new leadership nominees and go from there?”

From a May 6 email from one parent to a small group of parents and staff:SS

“The only reason folks would make a stink about not following bylaws is because the motive is clear... to get E and C out of office. I’m concerned that we are not facing this problem head on, with honesty. I wish teachers could just come out and say that they would like for them to step down. I would advocate for parents to do this too but we are just not unified in this way so that wouldn’t work.”

Later in that same email:

“As far as the question of what can teachers do to support parents who are advocating moving on with a new slate... good question. I think the best thing any of us can do right now is be honest. We need to stop dancing around the issues and we need to discuss them. We don’t have to do it in an unkind way but we must address the elephant which is all the bad feelings between teachers and the current chair/vice. The parents who think they should go feel that way because of how the teachers feel. We are supporting you and what you want. We agree with you but if you were telling us they were fabulous, we wouldn’t be trying to stage a coup!!!

I guess the question is... what if we are unsuccessful? Can we live with the two of them for another year? And what then if Christina wants to become chair? Which is not written in the bylaws but has certainly been the unofficial expectation since before I became chair. How hard are we fighting this?”

From the same thread, but written by a different parent the next day:

“I had volunteered to be the fall-guy tomorrow night by raising the topic of needing to change leadership, regardless of bylaws. That said, it is getting harder and harder to act as if our tribe of parents is operating independently of staff influence. At some point (tomorrow night?) staff need to say if they’re united in wanting change; sounds like [teacher] agrees. Then we parents can voice support of that.”

The role of teachers

We believe evidence supports our conclusion that teachers directed parents on the most effective ways to go about changing Site Council leadership.

On April 25, one parent relays to another parent a suggestion given by a teacher:

“[Teacher] thinks we should just say that BLT is getting official so we think Site Council should too and thus the elections.”

On May 4, in an email reply from a BLT teacher to a parent who had inquired about how to broach the topic of elections and voting at Site Council:

“Teacher perspective wise, [teacher] and I really can’t be in front of any kind of unified teacher statement about wanting new leadership. Sounds like there may be new accusations leveled at us again by way of [EDS] in this regard. We’re thinking perhaps a statement regarding the need

to be transparent and follow bylaws and procedures - that's what we're aiming for on staff, that's been the work of BLT, that was the goal of the staff hiring committee, and we strongly support that for site council."

On May 7, Evan met privately with a parent to confront them about parent-teacher collusion to remove her and Christina. The next morning, [teacher] sent an email to that parent:

"Our message is attached. Literally doing everything I can to fix this."

On May 8, Evan wrote to that teacher to let them know that she and Christina became aware of staff involvement in the attempt to remove them:

"So, this is awkward, but the only way we know how to address it is head on at this point. Too much time has passed with too little transparent communication.

Christina and I have received confirmation from members of the parent community that staff is behind this attempt to oust us from Site Council by trying to invoke the by-laws. While this is undoubtedly a quite unfortunate turn of events, I think it needs to be acknowledged in light of tonight's meeting. There are many members of the parent community who are also aware of this situation, and who are upset about it and feel that it is wrong. So I think delivering this statement tonight might come across as disingenuous, and further create the appearance that this is all just a big charade.

Christina and I would still like to propose a transparent, mediated conversation with staff-- but obviously that isn't going to happen before tonight. So I think it's best that we just hold off on making any declarative statements at this time, until further resolution can be reached. I am hopeful that the site council meeting can nonetheless proceed amicably and civilly."

To which the teacher replied with a denial of involvement:

"Thank you for your email. There continues to be grave misunderstandings. Staff genuinely want to move forward. We'll begin by reading the statement at the meeting tonight as agreed.

I will work with BLT to coordinate a mediated discussion per your request."

(To read the full statement that was read publicly at site council, see Appendix A: BLT Statement 1. The statement emphasizes misunderstandings and a desire to repair damaged relationships and move forward.)

Gaslighting

We believe the evidence supports our conclusion that, late in the sequence of events, parents engaged in gaslighting Evan and Christina to accuse them of the very behaviors that parents and teachers had been engaging in themselves.

On May 20, a parent emailed Evan:

"Evan, we must avoid back channel communications, as it's a violation of our school handbook's adult code of conduct (page 5). Attaching the email where it was requested by you to the

newsletter team not to publish the election process, and cc'd Helen Joung from the District & Jonathan Gasbar. Please, let's ALL re-familiarize ourselves with the code of conduct, be inclusive, and hopefully we can bring this current situation to an amicable resolution."

On May 23, a parent urged another parent to follow up with room parents regarding information about Site Council elections:

"Yes – please follow up. The chair and co-chair are actively trying NOT to follow bylaws and subvert an election. We're trying to keep the process open and transparent and the community involved but they are making it difficult (for reasons we don't understand)."

Misinformation takes on a life of its own

We believe some of the quotes above contain evidence of unspecified rumors against Christina Ellis:

"After talking with Kristin yesterday, I think the only way out of this is for both of them to be out of leadership ASAP..."

"...those of us who see what trouble Christina is causing..."

"We really cannot accuse her of the things we believe to be true."

Timeline of events

February 2, 2018: John Miner announces his retirement.

February 13, 2018: At the monthly Site Council meeting, John Miner says that he asked the district to appoint Kristin Bailey as his successor and requests that Site Council provide a letter of support on behalf of the parent group.

March 9, 2018: BLT meets to discuss principal hiring process. Evan and Christina suggest that we need to take a closer look at some race and bullying issues happening at our school, and that whomever becomes our next principal should have strong competency in these areas.

March 12, 2018: BLT/Site Council Leadership meets with Helen Joung, Executive Director of Schools, to discuss principal hiring process. Helen suggests to members of BLT that they choose Christina as one of two parents on the hiring committee because she would be able to represent underrepresented voices at TC, she has a Special Education child and is the Vice Chair of SC. Staff are resistant, but eventually agree to allow Christina to serve on the interview panel.

March 13, 2018: Site Council meeting in which principal "look-fors" are discussed and brainstormed as a community. Several parents at the meeting mention issues of race, equity and bullying as priorities.

March 19, 2018: In a meeting with Christina and Evan, [teacher] says that we shouldn't be forcing race and equity conversations at this time, and should try to hire a principal (referencing Kristin Bailey by name) who will focus on Expeditionary Learning (EL). Christina explains that it shouldn't be either/or between race and equity and EL; they can and should go hand in hand, but if forced to choose, she would always prioritize people over EL.

March 24, 2018: Principal interviews take place at central office.

March 29, 2018: Kristin Bailey sends email to all staff, Evan, Christina and [parent] announcing that she was not selected to be TC's principal. Within hours Evan and Christina are hearing from other members of the parent community that this is the fault of "Site Council leadership."

April 5, 2018: Evan meets with John Miner in his office to request his help. She says that the situation is spiraling, staff do not trust her or Christina, and they are confiding in last year's SC chairs rather than speaking with them directly. Evan tells John that he is the only one everyone trusts and she needs his help bringing everyone back together. She also tells him that staff believe, and have circulated a rumor, that Christina filed a "race complaint" against them, but she didn't. John was surprised to learn that she filed no such complaint ("She didn't?" he replied). John seems concerned and agrees to help.

April 16, 2018: TC community receives letter from SPS district office informing us that our new principal will be Jonathan Gasbar.

April 17, 2018: TC Facebook page and class email lists display alarmed parents circulating various theories about our new principal and what his selection might mean for our school. People seem very afraid this is part of a larger plan to dismantle our program. Evan emails Helen Joung to gain clarity around the district's intent, so that she might be able to quell some of the fear in the community at that evening's Site Council meeting. Helen assures Evan that the district has no plans to interrupt TC's program and asks Evan to please relay this to the community at the SC meeting that night. (Evan's email to Helen is Appendix I.)

During the SC meeting, Evan acknowledges the fears and concerns of the parent community and explains that she reached out directly to Helen for answers. This news was met with objections and skepticism from various angry staff members. John Miner remains silent despite his promises to help Evan and Christina heal divisions within the community and foster more trust between staff and SC.

April 19, 2018: Evan reaches out to Mike Starosky (SPS Chief of Schools) via email to ask for his help allaying fear within the TC community regarding the district's alleged plan to dismantle the program, since her attempt to communicate this during the previous SC meeting had been unsuccessful. (Evan's email to Mike is Appendix J.)

April 22, 2018: A parent meeting regarding the principal hiring process is held at One Church in Wedgwood. The meeting becomes contentious and heated, with competing points of view, and people leave with various perspectives on how this meeting went.

April 25, 2018: Mike Starosky sends a letter to the TC community assuring parents that the program is not in danger. (Appendix B: Starosky Email)

April 30, 2018: [Parent] approaches Evan in the morning and asks for a few minutes. She explains there's a "movement" to return to the by-laws and impose 1-year term limits on SC positions, which they hope will also generate more volunteerism. Evan had been asked to serve a 2-year term and asks [parent] if the intention is to fill vacant positions or to remove officers. [Parent] admits that it's about removing Christina, citing that people don't "feel safe" with her. When Evan inquires further [parent] repeats a false rumor that Christina has "barged into John and Kristin's offices yelling." Evan then asks

who is providing this information. [Parent] does not reply and ends the conversation. TC staff later that day circulated communications advertising non-vacant SC positions.

May 8, 2018: Evan emails [teacher] to tell her that they have learned of staff's involvement in planning the election in order to remove them (Evan and Christina) from Site Council and that therefore she thinks it would be disingenuous to read a previously planned statement of reconciliation at the Site Council meeting. Evan suggests instead that they continue efforts to plan a sit-down meeting to discuss the issues face to face. [Teacher] replies that there has been a "grave misunderstanding" and that staff "genuinely want to move forward" and will start by reading their statement at the SC meeting, which she does. (Appendix C: Grave Misunderstandings)

May 9, 2018: Evan sends an email to [teacher], John Miner, Kristin Bailey and Concie Pedroza (SPS Director of Leadership Development for Equity and Impact) asking if Concie would be willing to mediate a discussion between staff, Evan, and Christina.

May 11, 2018: Christina pulls her son out of school for the remainder of the school year, following acts of retaliation earlier in the week that followed Tuesday's Site Council meeting where teachers were unsuccessful in calling for an election. Christina's son had received two consecutive, first ever, suspensions, which was highly unusual both for the child and for TC. Christina escalated the case, and the District agreed the actions appeared to be retaliation, and his record was expunged.

May 29, 2018: Special SC meeting is held to discuss election procedures. The discussion quickly turns contentious as the community questions why they are here and why elections are being held. By way of explanation, Evan tells the community about her conversation with [parent], wherein [parent] explained that people don't "feel safe" with Christina, and wanted to remove her from her SC position. Evan explains that this behavior is consistent with patterns of institutional racism. A heated discussion ensues.

[Teacher] stands up to read another statement on behalf of all staff (only 2 weeks after having read her first statement in which she claimed staff wanted to work with SC leadership) and says staff support a change of leadership because current SC leaders make them feel "unsafe."

After the meeting, many parents express to Evan and Christina how uncomfortable they felt voicing their opinions at the meeting when it was so clear which side staff were on, for fear of that negatively impacting their relationship with their children's teacher. Many parents were also upset and offended by [teacher's] statement on behalf of all staff.

June 1, 2018: Christina requests a public letter of apology from staff for [teacher's] statement, which was offensive not only to her but also to other members of the community.

June 8, 2018: Evan and Christina jointly file an official HIB (Harassment, Intimidation, and Bullying) complaint against SPS staff. The complaint is based on staff retaliation for Evan and Christina's perceived role in the principal hiring process and Kristin Bailey not being awarded the job. (SPS central office acknowledges receipt of complaint and opens a formal investigation on June 14th which is still ongoing as of this document's compilation March 2019). Christina and her family have since left the TC community on the grounds it was a hostile environment for her family.

June 12, 2018: Last SC meeting of the year. No apology is read by staff, and no members of BLT are present. Evan and Christina read a statement recusing themselves from further involvement with the election. (Appendix E: E and C Statement)

June 22, 2018: Kristin Bailey lets the TCE community know that she is leaving TC to take a principal position in Northshore School District.

Kristin Bailey sends threatening email to Evan Briggs asking her to rescind her request for the Freedom of Information Act Request of certain staff emails. (On 6/29/18, Kristin is subject to a disciplinary action for doing this.)

Conclusions

The editors contend that:

- Some teachers, staff, and parents conspired through exclusive back channels to circulate targeted misinformation about other parents in the community in order to remove them from their leadership positions.
- Misinformation in the form of unsubstantiated rumor took on a life of its own, and was allowed to spread in the service of this campaign.
- The above behaviors resulted in a fractured community with strained relationships. Particularly problematic are the relationships between targeted families and the teachers who teach the children in those families. Christina Ellis' family was so affected they chose to leave the community because of it. Other families have withdrawn from fully participating in TC life and culture.

Recommendations:

Restorative Justice is a framework that seeks reconciliation over harms done to a community. It begins when offenders take responsibility for the harm they have inflicted and seek to repair those harms. When participants do not admit or recognize their own behavior as harmful, restorative justice is not possible. The editors of this document are skeptical the community is yet ready to embark on a process of restorative justice based on repairing past harms and a sincere commitment to do less harm in the future. We propose members of the community seriously consider the following questions:

- What behaviors drive and sustain the rumor mill?
- Is it ever appropriate for teachers to participate in information wars against families at school?
- Is it ever appropriate for parents to participate in information wars against families at school?
- Does collaborative governance encourage and reward this kind of misbehavior?
- Do teachers have adequate protections and processes (union?) to air grievances without fear of retaliation?
- Where are boundaries appropriate and helpful under our governance model, delineating a healthy balance of power between interest groups?
- What are the most (and least) effective ways to include the various lived experiences and perspectives of the heterogeneous families that comprise our community?
- How can the community work toward creating braver spaces where everyone feels empowered to engage respectfully with others who might hold a different or conflicting perspective?

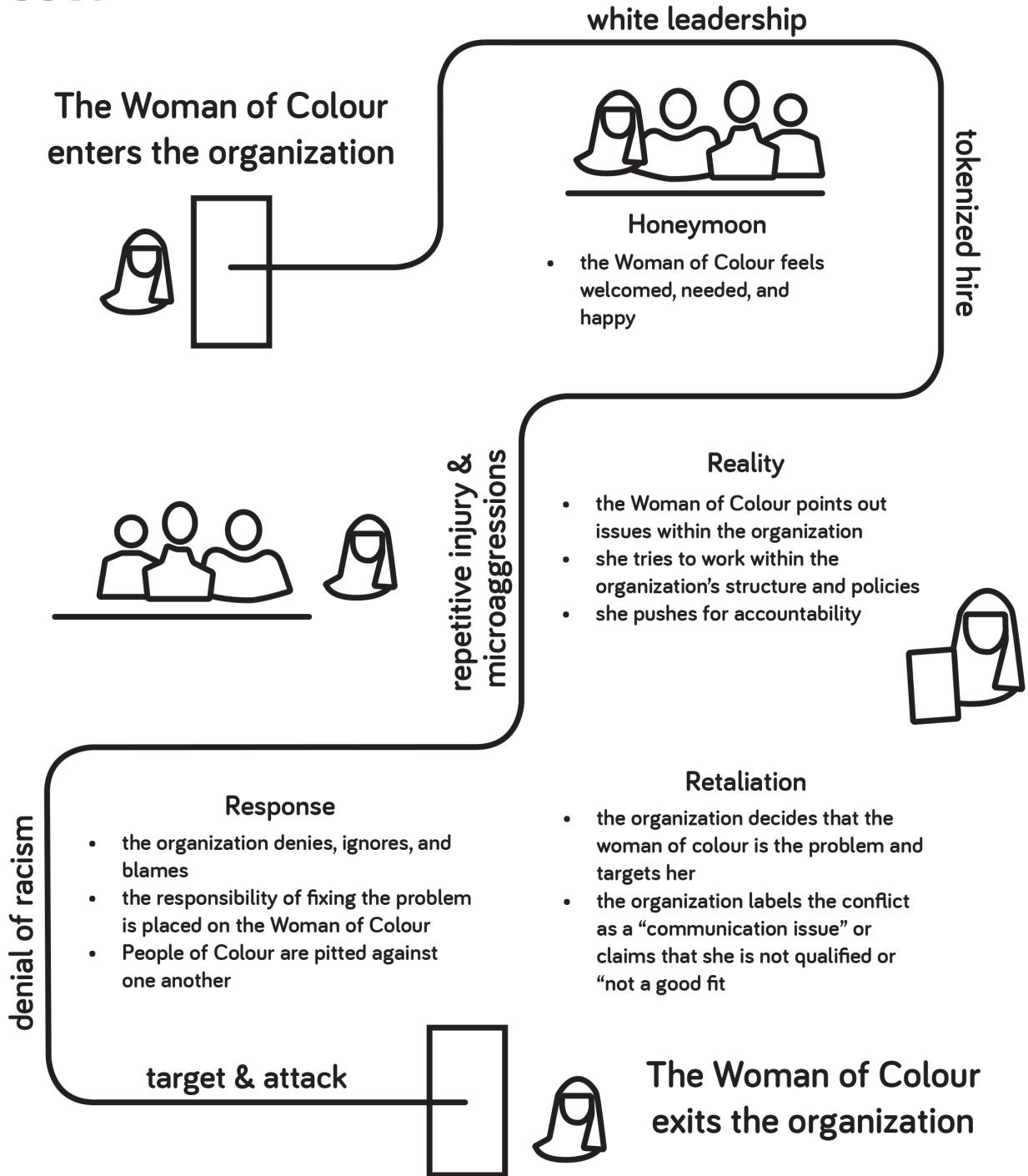
Post script: What's race got to do with it?

Throughout the events of last year and continuing today, the editors of this document have heard parents and teachers express confusion, concern, or offense over the suggestion that the election involved a racial component. We do understand that anyone who is not well versed in Critical Race Theory or actively involved in antiracist study and practice will be unfamiliar with those models. In general, race studies have moved away from models in which racism is committed by individuals with conscious, malevolent intent based on racial prejudice.

Instead, contemporary models examine patterns of racism that are upheld by subconscious biases, and which are usually invisible to people who benefit from those patterns. In this way, racism is understood as an ordinary part of our social fabric, woven into our daily lives through history and culture, ever-present like a smog we all breathe. Consequently, it becomes easier to understand why we live in a society that is profoundly divided and unequal by race, yet is populated predominantly by people who do not see themselves as participating in racist patterns of behavior. Antiracist racism is especially pronounced in American culture, where whiteness has been invented in contrast to blackness. The pattern of racism called out by Evan Briggs in the 5/29/18 special Site Council meeting has been documented and studied in many work environments. It has been diagrammed on the following page.



The “Problem” Woman of Colour in the Workplace



The editors of this document believe the evidence supports a reasonable conclusion that this same pattern fits with Christina Ellis' experience. The evidence is as follows:

1. Christina Ellis' own testimony is that this matches her experience.
2. In the communications quoted above and in the appendices, there are several times when parents and staff have said they felt "unsafe" around Christina. "Unsafe" is commonly used as a substitute for "uncomfortable." (See DiAngelo, "What Does It Mean To Be White," Chapter 13)
3. Reasons offered to explain feeling threatened were often based on fabrications, like her "barging into offices and yelling," or her "filing a race complaint" against teachers.
4. In tense meetings where both Evan and Christina, and others too, would raise their voices, only Christina would be characterized as "yelling."

People will either find this evidence compelling or not depending on their own predispositions about how to evaluate evidence. If you find this evidence compelling enough to be troubled by it, we encourage you to further explore antiracist study and practice.

Appendix A: BLT Statement 1

I've been asked to make this statement on behalf of Thornton Creek Staff.

We'd like to begin by acknowledging how truly difficult, and at times messy, this year of change and rapid growth has been for staff and for Site Council. We'd like to extend our deep appreciation for this community of families for their ongoing support, advocacy and volunteered time. Because of your continued involvement in our school community, your children have flourished and enjoyed many wonderful events—like the Harvest Festival, the Walk-a-Thon, the Winter Bazaar...not to mention all our fabulous camping excursions, service learning ventures and expeditionary learning treks into the world. Our educational community has sustained and thrived over these many years because we prioritize relationships with each other. These relationships benefit all our students because they know they are surrounded by and supported by hundreds of caring adults who believe in them and who stand by each other.

This year, there have been missteps, communication mishaps and misunderstandings. We've done our best to organize ourselves and set each other up for success in solidarity. For example, staff devoted many hours to developing an official Building Leadership Team to represent and support our growing teaching team. We are also unifying around strengthening our expeditionary learning programs and building a robust Multi-Tiered Support System to provide instruction that meets the needs of all students. Even with all this hard, well-intentioned work our relationship with Site Council has suffered. So thank you, for sticking with us and for being willing to move forward as we continue to navigate growth and change.

Going forward, we want to repair and revitalize our relationship with Site Council. Knowing that we've endured difficulties this year, we're hoping to collectively recommit to transparent communication, recommit to established processes (like the TC Adult Code of Conduct and By-Laws) and create inclusive committees that include both parent and teacher stakeholders.

At the end of each long day, we all want the same thing for our children. We want them to be kind. We want them to be inclusive and observant. We want them to be informed and curious. We want our kids to be resilient and to positively impact their world. So, in the end, we are in this together.



Appendix B: Starosky Email

Thornton Creek principal hiring

Seattle Public Schools <eds@seattleschools.org>
Reply-To: noreply@seattleschools.org

Wed, Apr 25, 2018 at 2:01 PM

Dear Thornton Creek Elementary community,

It has come to my attention that there are some in the Thornton Creek community who have raised concerns about the principal hiring and selection process, the uncertainty of what this selection may have on Thornton Creek's priorities and what the community can do to support the incoming principal, Mr. Jonathan Gasbar. First, let me reassure you that Thornton Creek as an option school with an expeditionary learning focus will continue to thrive regardless of leadership change.

In response to those that stated the principal interview process was unclear, I will be meeting with members of the Thornton Creek interview team to listen to their feedback regarding how we can improve sharing parent and community input for future principal interview teams and how we can help ensure clear, transparent processes and expectations of communities.

Seattle Public Schools (SPS) is fortunate to have a strong pool of both internal and external principal candidates who want to join our principal leadership. This can make final decisions challenging, which was certainly the case at Thornton Creek. I have personally kept Dr. Larry Nyland abreast of the interview process to ensure the process was followed and that the recommended finalists were interviewed properly.

We know that some in the community were disappointed that an external candidate was selected as Thornton Creek's next principal. Candidates were evaluated based on the quality of their responses to questions by both the site-based interview team and the final interviews by central office leadership. To disclose the content of those responses would be inappropriate and break confidentiality rules. All leaders who were interviewed met or exceeded the qualifications to lead in SPS. Mr. Gasbar was chosen on the quality of his interviews with multiple staff within SPS and exceptional professional references.

Executive Director Helen Joung, the hiring administrator, and the full Thornton Creek interview team followed district interview policies and protocols in the selection of the two finalists. Principal interview teams only make recommendations for finalists to be considered for placement by the superintendent or their designee. Ultimately, the superintendent is the one who makes all hiring decisions of principals.

Thornton Creek Elementary has become a leader in SPS for its expeditionary learning focus under the leadership of Principal John Miner. Mr. Miner, along with past and present staff, has worked with the parents of and community of Thornton Creek to create a great culture and curriculum we expect to continue. The hallmarks of Thornton Creek, such as expeditionary learning, will continue to be supported by central office leadership.

We have heard concerns from some in the community and want to clarify the following:

- There are no plans to shift away from the expeditionary learning focus.
- The district has no plans to close Thornton Creek as an option school in the northeast region or make it a neighborhood school by getting rid of expeditionary learning.
- There are no plans to make Thornton Creek a dual language immersion school.

I want to reassure you that our intent is not to disrupt or dismantle in any way the incredible work done by so many over the years at Thornton Creek. The selection of Principal Gasbar was with the expectation that he will build upon and preserve Thornton Creek's culture and success. He has shown great interest and respect for the existing program and is committed to continuing the thoughtful and innovative curriculum based on experiential learning.

I encourage everyone in the community to work with Principal Miner during this transition. Principal Miner has met with Executive Director Joung to discuss the transition plan, which includes a welcoming from students, staff and parents. Principal Miner has committed to supporting Principal Gasbar in his transition to getting to know the students, staff, parents and the great work of Thornton Creek. Principal Gasbar is excited to lead Thornton Creek and build upon the foundation that has been created.

I hope that we can refocus our attention on supporting our newly appointed principal for a successful school year. Thornton Creek is a highly collaborative school, and I have great confidence that all stakeholders will continue to make it a very special place in partnership with the new principal.

Respectfully,

Mike Starosky, Ed. D
Chief of Schools, Assistant Superintendent



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SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.



Appendix C: Grave Misunderstandings

Fwd: letter

1 message

>

Wed, Sep 26, 2018 at 9:34 AM

----- Forwarded message -----

From: **Borgers, LaChrista A** <laborgers@seattleschools.org>

Date: Tue, May 8, 2018 at 2:34 PM

Subject: Re: letter

To: Evan Briggs <evanybriggs@gmail.com>Cc: Christina Ellis <penellis@gmail.com>

Hello Evan and Christina,

Thank you for your email. There continues to be grave misunderstandings. Staff genuinely want to move forward. We'll begin by reading the statement at the meeting tonight as agreed.

I will work with BLT to coordinate a mediated discussion per your request.

Thank you,
LaChrista (on behalf of BLT)

From: Evan Briggs <evanybriggs@gmail.com>**Sent:** Tuesday, May 8, 2018 12:21:35 PM**To:** Borgers, LaChrista A**Cc:** Christina Ellis**Subject:** Re: letter

Hi LaChrista,

So, this is awkward, but the only way we know how to address it is head on at this point. Too much time has passed with too little transparent communication.

Christina and I have received confirmation from members of the parent community that staff is behind this attempt to oust us from Site Council by trying to invoke the by-laws. While this is undoubtedly a quite unfortunate turn of events, I think it needs to be acknowledged in light of tonight's meeting. There are many members of the parent community who are also aware of this situation, and who are upset about it and feel that it is wrong. So I think delivering this statement tonight might come across as disingenuous, and further create the appearance that this is all just a big charade.

Christina and I would still like to propose a transparent, mediated conversation with staff-- but obviously that isn't going to happen before tonight. So I think it's best that we just hold off on making any declarative statements at this time, until further resolution can be reached. I am hopeful that the site council meeting can nonetheless proceed amicably and civilly.

Please let me know your thoughts.

Thanks,

Evan

On Mon, May 7, 2018 at 7:10 PM, Borgers, LaChrista A <laborgers@seattleschools.org> wrote:

Cool! I'm sending a separate email about agenda requests like Staff Statement of Appreciation, BLT Report, Staff Report.

I'm attaching a rough draft of the 'statement'. Let me know if you have any questions or concerns...so many speeches this week! 😊

LC

From: Evan Briggs <evanybriggs@gmail.com>

Sent: Monday, May 7, 2018 6:58:24 PM

To: Borgers, LaChrista A

Cc: Christina Ellis

Subject: Re: letter

Of course!

On Mon, May 7, 2018 at 6:38 PM, Borgers, LaChrista A <laborgers@seattleschools.org> wrote:
I can totally check in with BLT! Can I still make my 'statement' about moving forward?

From: Evan Briggs <evanybriggs@gmail.com>

Sent: Monday, May 7, 2018 6:37:35 PM

To: Borgers, LaChrista A

Cc: Christina Ellis

Subject: Re: letter

I mean a mediated discussion with all staff who have issues with us related to the hiring process- so probably just BLT people. I think this discussion is something we'd need to plan for- i.e. we won't have it all wrapped up by tomorrow. But I think it definitely warrants that kind of investment. Do you want to check in with BLT staff and see what they think?

On Mon, May 7, 2018 at 6:33 PM, Borgers, LaChrista A <laborgers@seattleschools.org> wrote:

I'm working on my statement right now. How can I help?

Do you mean a mediated discussion with me or all staff?

2063568734

From: Evan Briggs <evanybriggs@gmail.com>

Sent: Monday, May 7, 2018 6:31:57 PM

To: Borgers, LaChrista A

Cc: Christina Ellis

Subject: letter

Hi LaChrista,

I tried to draft the letter we spoke about on Friday and just couldn't do it. I think there is more here that needs to be dealt with than could be patched up with a note. A full-blown, mediated discussion seems more appropriate if we're really going to get to the bottom of it. So, that's what we're proposing! Please let me know your thoughts.

thanks,

Evan

--



Appendix D: Election Clarification

Clarification?

26 messages

Borgers, LaChrista A <laborgers@seattleschools.org> Fri, May 18, 2018 at 9:46 AM
 To: "Evan Briggs (Earl)" <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, "brooks.kt@gmail.com" <brooks.kt@gmail.com_>
 Cc: BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "Bailey, Kristin" <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!
 LaChrista (on behalf of TC Staff)

Cassie Condon <cassie.condon@hotmail.com> Fri, May 18, 2018 at 10:39 AM
 To: "Borgers, LaChrista A" <laborgers@seattleschools.org>, "Evan Briggs (Earl)" <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, "brooks.kt@gmail.com" <brooks.kt@gmail.com_>
 Cc: BLT Thornton Creek <tcbt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "Bailey, Kristin" <klbailey@seattleschools.org>

Hello all,

I'm at a field trip this morning so short reply, but I'm getting a process together today for distribution in Monday's newsletter. Thanks!

Get [Outlook for iOS](#)

From: Borgers, LaChrista A <laborgers@seattleschools.org>
 Sent: Friday, May 18, 2018 9:47 AM
 Subject: Clarification?
 To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, "brooks.kt@gmail.com" <brooks.kt@gmail.com_>
 Cc: BLT Thornton Creek <tcbt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>
 [Quoted text hidden]

Evan Briggs <evanybriggs@gmail.com> Fri, May 18, 2018 at 12:37 PM
 To: Cassie Condon <cassie.condon@hotmail.com>
 Cc: "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tcbt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "Bailey, Kristin" <klbailey@seattleschools.org>

Hi all,
 As usual, anyone interested in Site Council can email me or the Chair of the committee for which they're interested in volunteering. Email addresses are easy to find on the Site Council website. We've had lots of open roles this year! I'll be sending out an updated list of open rolls for next year in the newsletter.

Cassie, can you please explain exactly what you mean by "getting a process together" and how that falls under the purview of Comms? Neither Christina nor I have signed off on any new process.

thanks,
 Evan

[Quoted text hidden]

--

www.thegrowingseasonfilm.com

Allemann, Virginia <vaallemann@seattleschools.org> Fri, May 18, 2018 at 2:15 PM
 To: Evan Briggs <evanybriggs@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>
 Cc: "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT

Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "Bailey, Kristin" <klbailey@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>

Hi all

The bylaws indicate the chair positions are all one-year positions. So they are all open for anyone to step up and take on an active role.

Ginny

From: Evan Briggs [mailto:evanybriggs@gmail.com]
Sent: Friday, May 18, 2018 12:38 PM
To: Cassie Condon <cassie.condon@hotmail.com>
Cc: Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; Bailey, Kristin <klbailey@seattleschools.org>
Subject: Re: Clarification?

[Quoted text hidden]

CAUTION: This email originated from outside of the organization. Please don't click links, open attachments, or reply with confidential details unless you are certain you know the sender and are expecting the content.

To stop receiving messages from [BLT Thornton Creek](#) group, [stop following it](#).

Cassie Condon <cassie.condon@hotmail.com> Fri, May 18, 2018 at 4:20 PM
To: "Allemann, Virginia" <vaallemann@seattleschools.org>, Evan Briggs <evanybriggs@gmail.com>
Cc: "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "Bailey, Kristin" <klbailey@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>

Evan, to your question...what I understand falls under my purview is to communicate the process for people to put their names in for positions as outlined in the bylaws, as John asked you and I to do in the email from him yesterday. From that thread, you know my plan was to draft a proposal of how we would handle an election in accordance with our bylaws, and float it back to you, Christina and others. One person has notified the comms alias to put their name in for chair, and assuming you will also run we have at least two people interested. Have you been notified of others?

Unfortunately I was way delayed getting back from a field trip due to some car problems in the group and now have to head off for an anniversary dinner, so I won't get a draft out until tomorrow.

You mentioned John now asked us to hold off any communications until a joint statement from he and Jon comes out Tuesday, could you share more details in the spirit of transparency? He was pretty clear yesterday he wanted something in the newsletter as parents are asking.

Get [Outlook for iOS](#)

From: Allemann, Virginia <vaallemann@seattleschools.org>
Sent: Friday, May 18, 2018 2:15 PM
Subject: Clarification?
To: Evan Briggs <evanybriggs@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>

Cc: Borgers, LaChrista A <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>, <tanaka.kaori@gmail.com>

[Quoted text hidden]

Bailey, Kristin <klbailey@seattleschools.org>

Fri, May 18, 2018 at 4:35 PM

To: Cassie Condon <cassie.condon@hotmail.com>, "Allemann, Virginia" <vaallemann@seattleschools.org>, Evan Briggs <evanybriggs@gmail.com>
 Cc: "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>

Hi everyone,

I just spoke with John on the phone. He reached out to me from Minneapolis.

As far as I know he still wants Evan and Cassie to communicate a process out to parents regarding participating in SC leadership next year. I do know parents have stopped by his office asking about this and interested in taking on leadership positions. He is expecting this communication to go out from SC leadership. He has already shared what he can of the process in the newsletter and urged parents to get involved.

Hope this helps.

K

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Friday, May 18, 2018 3:20:11 PM

To: Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; Bailey, Kristin; tanaka.kaori@gmail.com

Subject: Re: Clarification?

[Quoted text hidden]

Cassie Condon <cassie.condon@hotmail.com>

Sat, May 19, 2018 at 4:49 PM

To: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, Evan Briggs <evanybriggs@gmail.com>
 Cc: "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>

Here is the planned text for Monday's newsletter:

Get involved in Site Council! Holding a Site Council position is a great & fun way to get involved in our school.

You received a handout in kid mail ([also available online](#)) outlining the committee positions and current occupants. We are gathering more details (time commitment, things to know, etc) about each position [here](#), but you can also ask the current position holder for info. All positions are open for election; we know of at least one office with multiple volunteers, so an election is planned prior to the June Site Council meeting.

If you would like to hold a position for the 2018-19 school year:

- [Indicate interest](#) - Enter your name next to the office(s) you're interested in, even if there is already another interested person. This is intended as a tool for parents, to facilitate collaboration with other parents. For example, if you are interested in being Committee chair of either the Hospitality or Fundraising Committees, put your name in both. Then you can check back to see if one of them is uncontested, which might be useful in making your final decision.
- By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.

Further details can be found in our [Parent Group Bylaws & Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

The Standing Rules direct we are to conduct an election by the June Site Council meeting. All parents and staff members can vote. The Comms & District Relations committees are investigating an app called [Election Runner](#) which seems ideal - each voter has a unique "Voter ID" and "Voter Key" and can only vote once. It is ADA accessible; we'll need to ensure a process for paper ballots for those unable to use the online tool.

From: Bailey, Kristin <klbailey@seattleschools.org>
Sent: Friday, May 18, 2018 4:35 PM
To: Cassie Condon; Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com
Subject: Re: Clarification?

[Quoted text hidden]

Cassie Condon <cassie.condon@hotmail.com> Sun, May 20, 2018 at 5:22 PM
To: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, Evan Briggs <evanybriggs@gmail.com>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>
Cc: "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "hhjoung@seattleschools.org" <hhjoung@seattleschools.org>, "jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>

Bringing all communications back on a single thread. Evan, we must avoid back channel communications, as it's a violation of our school handbook's [adult code of conduct](#) (page 5). Attaching the email where it was requested by you to the newsletter team not to publish the election process, and cc'd Helen Joung from the District & Jonathan Gasbar. Please, let's ALL re-familiarize ourselves with the code of conduct, be inclusive, and hopefully we can bring this current situation to an amicable resolution. + Helen, Jon & the newsletter team to this email so communications are transparent.

There is clearly disagreement, but bylaws exist exactly to provide guidance when there is disagreement. The community is expressing confusion to the office and staff about how to step up for positions already occupied. As a result, I've been asked as comms chair to communicate the election process, that is outlined in our [Parent Group Bylaws & Standing Rules](#).

It isn't yours, mine, the principals' or the district's place to dictate we won't hold an election when it's clearly detailed as a process to use when more than one person is interested. As you know, we have several folks putting their names in for consideration for the role of Site Council Chair; the attached gets in the way of providing clarity to the community. If we do not follow the established bylaws and rules, it denies due process to the ~1000 Site Council members made of up of staff and parents.

The newsletter team should proceed from this point to publish the election process to bring clarity to the community.

From: Cassie Condon <cassie.condon@hotmail.com>
Sent: Saturday, May 19, 2018 4:49 PM
To: Bailey, Kristin; Allemann, Virginia; Evan Briggs
 [Quoted text hidden]

[Quoted text hidden]

----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>
To: AEII Newsletter <ae2newseditor@gmail.com>
Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>
Bcc:

Date: Sun, 20 May 2018 11:16:39 -0700

Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Dear Newsletter team,

Christina and I, as current Site Council Chair and Vice Chair, do not authorize the publishing of election information in this week's newsletter or anywhere else until John Miner and Jon Gasbar have provided a joint communication on the topic, which is due to happen on Tuesday. Please remove this section from the newsletter.

thank you,
 Evan

On Sat, May 19, 2018 at 9:47 PM, AEII Newsletter <ae2newseditor@gmail.com> wrote:
 Here is the final draft.

----- Forwarded message -----

From: **Thornton Creek School** <ae2newseditor@gmail.com>
 Date: Sat, May 19, 2018 at 9:46 PM
 Subject: DRAFT News from Thornton Creek School - May 21, 2018
 To: ae2newseditor@gmail.com



New this Week

School Hours: 7:55am – 2:25pm
 Wednesdays: 7:55am – 1:10pm
 Main Office: 252.5300
 Attendance: 252.5304
thorntoncreek.attendance@seattleschools.org

Issue: #30

May 21, 2018

This Week:

Monday, May 21: Meet the Principal - K/PreK families
Thursday, May 24: Family Dance Party

Next Week:

Monday, May 28: No School - Memorial Day

From the Office

Help us be good neighbors!

Please observe all parking regulations when parking in the neighborhood around Thornton Creek. We are receiving reports from neighbors of blocked driveways and cars parked too close to intersections. City regulations are that there is no parking within twenty feet of the intersection, and within 5 feet of a driveway. Help our neighbors drive safely by observing these regulations so they have access to their driveways and have good visibility when turning corners.

Not coming back?

If your child is not returning to Thornton Creek next fall, please let us know in the office, (206) 252-5300 or cgspencer@seattleschools.org. We have a wait list for every grade, and we would love to keep our fall lists accurate!

Upcoming Events

Elections Coming soon!

Get involved in Site Council! Holding a Site Council position is a great & fun way to get involved in our school.

You should have received a handout in kid mail ([also available online](#)) outlining the committee positions and current occupants. We are gathering more details (time commitment, things to know, etc) about each position [here](#), but you can also ask the current position holder for info. All positions are open for election; we know of at least one office with multiple volunteers, so an election is planned prior to the June Site Council meeting.

If you would like to hold a position for the 2018-19 school year:

- **Indicate interest [here](#)**- Enter your name next to the office(s) you're interested in, even if there is already another interested person. This is intended as a tool for parents, to facilitate collaboration with other parents. For example, if you are interested in being Committee chair of either the Hospitality or Fundraising Committees, put your name in both. Then you can check back to see if one of them is uncontested, which might be useful in making your final decision.
- **By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.**

Further details can be found in our [Parent Group Bylaws](#) & [Standing Rules](#).

Meet the Principal night for PreK/K families

Dear Thornton Creek Community,

Over the past week, I have had the opportunity to get to know students, staff, and families. I am thrilled to be joining such a vibrant community that is focused on Expeditionary Learning and creative forms of education to develop the whole child. My goal is to build off of the work that you have all done and support this growing community.

In This Issue

From the Office
 Elections coming soon!
 Meet the Principal
 Family Dance Night
 Bike Updates
 Kindergarten Play Dates
 From Site Council
 Scrip
 From the Library
 From the Art Studio
 From the Gym
 Extra Mile from Debbie
 Community Posts

Bell times:

7:40: Students can arrive
 7:50: First bell
 7:55: Second bell
 2:25: End of day
 2:35: Buses depart



CALENDAR

The 2017-18 Seattle Schools Calendar can be [found here](#).

The Thornton Creek school calendar can be [found here](#).

May 21

Meet the principal - PreK/K families

May 24

Family Dance Party

May 28

No School - Memorial Day

June 7

Culture Assembly

June 12

Site Council

June 14

Expedition Night

I am excited to meet all of you and would like to offer "Meet and Greet" opportunities for families. Below are the dates that were arranged with the school and Site Council. If you have children in multiple grades, feel free to attend only one of the meetings. All meetings will be held in the school Commons, from 7:00-8:30 p.m.

Dates:
May 21 - PreK/K families

Thank you all, I look forward to meeting you!

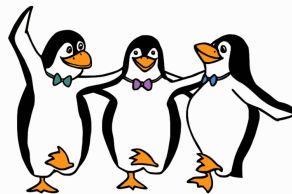
Jon Gasbar, incoming Thornton Creek Principal

Family Dance Night!

Join us for Family Dance Night next week!!!

When: Thursday, May 24th 6:30-8pm
Where: Thornton Creek Commons

Come dance your socks off with your friends from Thornton Creek! We'll have a DJ playing all of your favorites, cake (including allergen-free variety), and glow sticks! That's all - it's just a fun party to get together as a community and dance with your kids. Bring your dance moves...flossing, dabbing, Nae Nae...ask your kids, they can teach you beforehand.



There will also be a quiet room for those who need a break from the excitement. All family members welcome!

Bike Updates

Keep logging minutes either via your printed calendar (which can be handed to me or turned in at the front office at the end of the month), or online [here](#). I'm seeing entries with some impressive ride times!

Teachers have been given logsheets that they may be using in your classroom. A pizza party will be awarded for 3rd to 5th grade classes that log over 6000 minutes of riding and K to 2nd grade classes with 20+ riders or over 5400 minutes of riding throughout May. Ridership data will also be submitted to Cascade Bicycle Club in hopes of earning the esteemed Golden Pedal Award. Trips can be ANYWHERE, not just to school!

The top 3 riders in each classroom will also be awarded a prize!

Friday morning bike trains will be heading [south](#) and [north](#), though northbound needs additional volunteers. See bike train maps and times on the links above.

Please send questions and comments to Katie Chenu: katih46@hotmail.com.

Kindergarten Summer Play Dates - Come Say Hi!

* Saturday, July 7th - at View Ridge Park, 11 a.m. -1 p.m.
(We will provide coffee for grown-ups.)

* Thursday, August 2nd - at Dahl Playfield, 4-6 p.m.
(Bring your bathing suit and a towel for the wading pool.)

* Sunday, August 19th - at Thornton Creek Playground, 5-7 p.m.
(Bring a picnic dinner for your family and we will provide popsicles for dessert. There are no restrooms.)

- Look for balloons at Dahl and View Ridge to find Thornton Creek folks.

From the Parent Group

From Site Council

We need Site Council Volunteers for next year! There are many different positions available with varying time commitments. Even if you work, there are still jobs for you! Open positions include:

Treasurer Co-chair
Finance Committee
Hospitality Chair

June 19
Field Day/Wacky Hair Day

June 22
Last Day of School - 1 hour
early dismissal

Thank You!

If you would like to submit a thank-you note, send an e-mail to ae2newseditor@gmail.com or [click here](#).



Thank you to everyone who came out for John's retirement party! It was a fabulous night of celebration and toasting our incredible principal.

Huge thanks to Lissa Armato and the many other volunteers who made John's retirement party such a success! It was a fantastic night of celebrating John- and it wouldn't have happened without the amazing efforts of so many. Thank you to all who helped!

THANKS!

Thank you to all of the volunteers that helped make this year's Secret Garden Book Fair such a fun and well loved event. Your support is greatly appreciated.

Quick Links

[After-School Enrichment](#)

[SPS Lunch Menu Page](#)

[Thornton Creek School](#)

[Site Council Information & Meeting Minutes](#)

[Newsletter Archive](#)

[Seattle Public Schools](#)

[The Source Children's Library Accounts](#)



Thornton Creek Is a Box Tops for Education School

Thornton Creek Elementary is a Box Tops for Education school! Look for pink Box Top

Annual Appeal Chair
Yearbook Chair
Athletic Skills Night Chair
Harvest Festival Chair

If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanbriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

Scrip funds raised so far this year: \$8308

Do you have a Memorial Day BBQ on your calendar? Are you hitting the grocery store to prep for some outdoor grilling? Or are you planning to take advantage of some Memorial Day sales? Shop with scrip cards, and your purchase will contribute to Thornton Creek fundraising goals! Stop by the scrip table (bring check or cash) or email us for more info.

Thanks for your support!

- The Scrip Team (Leslie C., K.C., Julie, Beckon, Cathy, Leah & Leslie K.)
scrip@thorntoncreek.org

From the Library

Library Updates

by Ginny Allemann - vaallemann@seattleschools.org

Woodworker needed

Do you have experience with wood, electric sanders and saws? Would you be willing to put your skills to use on a small project for the library? Please [contact me](#) if you're interested and I'll explain....

June 15 - Final library due date

As the school days wind down, now is the time to start tracking down any long-out books. [Contact me and I'll help look!](#) The final return day will be June 15. It is possible to keep books over the summer, but please discuss with me if you plan to do this. We need to clear this year's lost books.

Soda Float Challenge

The Soda Float Challenge for 4th and 5th graders is a reading promotion program at our school. [The list of books is here](#). Forms for recording students' choices and thoughts (and parent signatures) are available in our library. All 3rd and 4th graders received a recording sheet. New book copies have arrived and will continue to become available in the last weeks of school. In the fall, I will have multiple copies of all books. Happy reading!

SPL Summer Reading Program Visits

Our partner at SPL, youth services librarian Erica Delavan from the NE Branch, will visit Thornton Creek on May 31 to share information about [SPL's Summer of Learning](#). I'll be providing summer reading lists to all students in early June.

From the Art Studio

News from the Art Studio

What a wonderful Art and Athletic Skills Night we had this year! I huge thank you to all those parents and grandparents that helped to get the art on the walls this year! It would not have happened without you. We also had many student helpers who gave of their time, strength and patience this year. Thank you!

A special, big and heartfelt thanks goes out to Polk Prud'homme for her tireless efforts in the art room every week. She is an organizer extraordinaire and did heaps and heaps to make our Art Night shine. Thank you Polk, so very much!!!!!!

Expedition Night is coming in June. We'll have lots of art on display. Heart embroidery, bird banners and clay animals are just some of the things you can see that night. Mark your calendars for June 14th!

Thank you for your support of art at TC!

From the Gym

Thank you from the Gym

Athletic Skills and Art night a great success!! High Flying to low rolling and everything in between-- Acts Galore!!! Many appreciations to cover: Cindy Hazard and Jackie Knemeyer both 5th grade parent volunteers, thank you for taking the lead on Child signups, and volunteer helpers in the gym and general organizers. Aaron

coupons on products you have at home (e.g. Cascadian Farm cereal), and then just clip and drop them in the collection basket just inside the front door of the school. For coupon information, go to: www.boxtops4education.com

Our Office Depot School ID# is: 70107343

Purchases of school and office supplies at Office Depot will return a 5% credit to Thornton Creek.

NEWSLETTER SUBMISSIONS

Do you have an article or bulletin board item you would like to submit to the newsletter?

Click here for submission guidelines. Click here to send your article to the editors. Content is due Thursday for the following Monday's edition.



Pfeiffer for being the all important DJ for the evening. Tres Tracy Ballon for putting the program together and Megan Knemeyer for providing the cover art. Other volunteers include but may not be limited to (advance apologies if I missed including you, all efforts appreciated) Cathy Ready Liermann, Joanna Nelson, Jessie McKenna, Gregory Lorenz, Tanya Thackeray Wilson, Aaron Wilson, Sonja Hanson, Kelly Grissom, Julie Combs, Satcha Dearborn Graham, Erica Lerer, Katie Arkema, Courtney Bell, Andrea Mann, Jessie McAbee, Margeret Butler, Anna Fragomeni, Lisa Skylynd, Gene Martin, Rochelle Lucero, and Cassie Condon.

Thank You to the 5th grade helpers: Megan Knemeyer, Jules Lin-Pfeiffer, Rowan Dean, Anna Ledrum Fort, Isaac Belina, Sadie Hollon ,Africa Bourgeois, Dylan Grey, Amelia Shafer-White, LaLiv Arian, Max Cooper, Josh Melton, Ada Ledford and Tova Lerer.

The young athletes really got to bring forth their razzle dazzle skills! Way to shine on kids! Also, the Art was amazing, thoughtful, bright, 3 dimensional and simply BEAUTIFUL!!! **Thank You Maria!!**

A question to think about for future events..., since this was the first year in sometime that we did not offer food for purchase, **did you notice?** Would you like to have had pizza and drinks available for purchase? Would you volunteer to help if little or no money was to be made for individual classes? I know for me in the gym, it made clean up much simpler, and quicker. If you would like to reply to me, I can send the information on to the BLT .

Also, if you took pictures and think they might be yearbook quality, could you please forward them to yearbook@thorntoncreek.org Thank you everyone for the great Evening!!

Sue Doty
PE Specialist
Thornton Creek Elementary

The TC Experience

Extra Mile from Debbie

I have many stories, but one that sticks out that was very important for my son Ryan was when he got glasses in Kindergarten.

We were in our parent teacher conference before Thanksgiving, and I just happen to mention to Debbie that Ryan would soon be wearing glasses, probably after the Winter break. I wasn't asking what she could do to help make that smooth transition for Ryan but she said she'd get a handful of books from Ginny in the Library that had the theme of glasses weaved into them. Her plan was to have us read them with Ryan at home and he could choose one or two that he wanted Debbie to read to the class. So before Winter break, Debbie read the books to the class, Ryan came back in January with glasses and I believe not one kid made a big deal of it. This transition was big deal to a 6 year old, and Debbie (and Ginny!) took the "big deal" out of it and he never skipped a beat!

What I love about this story is that Debbie and Ginny knew exactly what to do, and I didn't even think about such an idea. They are the kid experts and I just trust and know everything is right for my kiddos at TC!

-Barb Reilly

.....
Whether you've experienced the school as a kid, parent, teacher, staff or administrator, we want to hear your stories! What do you think makes this school so great?

Send in your stories to storiestc@gmail.com, and stay tuned to hear what others are sharing!



District-Approved Communications to Families

Please Note: Information below is not specifically endorsed by the school, nor has it been vetted by school staff.

Advertising Review/Approval Process

Per Seattle Public School Board Policy, outside materials must be approved before being distributed. The materials must meet district criteria, be approved by the Office of Public Affairs, and be preprinted and delivered to the school with the approval form attached.

You can find details regarding the review/approval process [here](#). **All requests to include information in the Thornton Creek Newsletter should be submitted via this process.**

Eckstein News

- On June 19, 2018, Eckstein Middle School will sponsor an Ice Cream Social for the families of incoming 6th graders for 2018 2019 and it will be from 6:30 p.m. to 7:30 p.m. in our cafeteria/garden area. No reservations needed. Please call Eckstein Main Office if you have any questions - 206-252-5010.
- Eckstein will also have a Special Education information event with pizza provided for new special education students and their parents/guardians before the Ice cream social from 5:30p.m. to 6:30 p.m. If you have any questions about the Special Education information event, please contact Stacey Norman, slnorman@seattleschools.org. We hope to see you there.

Eagle Staff Middle School news for new students

Eagle Staff MS New Students/Families Social - June 5, 5:30pm

Save the date! Incoming students and families are invited to attend a new student social on Tuesday June 5, 5:30-7:30pm at Eagle Staff MS. Meet other students, learn about the school, hear from 6th graders, connect with PTSA and teachers, find out about sports and music and other activities, and have some refreshments. BYO picnic and see you there!

Eagle Staff MS Ultimate Frisbee Camp - July 30 - Aug 3

We are excited to host an Eagle Staff ultimate frisbee camp on our beautiful new school field this summer, taught by experienced players and coaches! This will be a great way for new students of all skill levels to try a new sport (ultimate frisbee is an official SPS fall sport), improve skills, and meet other Ravens.

When: July 30th-August 3rd, 9am-3pm

Location: Eagle Staff Playfield

Who: Eagle Staff students - entering 6th graders through graduating 8th graders

Cost: \$310 - scholarships & financial aid available

Registration: <https://www.discnw.org/events/TUCcamps/>

Can't make the camp but interested in playing Ravens ultimate next year?

Email eaglestaffultimate@gmail.com to join the mailing list, so you can learn about pre-season practices and fall tryout dates.

Eagle Staff MS - Get Connected!

Incoming parents and guardians are encouraged to join the Eagle Staff PTSA Facebook group and sign up for the weekly PTSA newsletter, so you don't miss important information. Links for both are on our webpage: <http://eaglestaffptsa.org/>

Eagle Staff PTSA Volunteers Wanted

The Friends of Robert Eagle Staff PTSA is actively recruiting volunteers for 2018-2019, including co-VP of Events and various committee chairs. Volunteering as a 6th grader is a great way for new families to get involved in the school, meet other parents and give back to your community. Middle school is short so make sure you stay connected by being engaged! Email volunteer@eaglestaffptsa.org or check the website: eaglestaffptsa.org.

Eagle Staff New Student Orientation - Save the Date

Mark your calendar: orientation for Eagle Staff 6th graders will be held on Thursday August 30, 9-12. This is part of our WEB (Where Everyone Belongs) program.

Nathan Hale Events

Swing Dance

Thursday, May 24 at 7 p.m. in the NHHS Commons

- No entrance fee
- Come early for dance lessons
- Listen to great performances by Vocal Jazz and the Jazz Band
- Delicious food including Banh mi sandwiches and baked goods, suggested donation

Folklife Performance

Friday, May 25, 4-5 p.m. at Seattle Center

- Jazz band will perform in the Armory from approximately 4-5 p.m. Come to watch, come to dance

Final Jazz and Drumline concert

Wednesday, June 6

- Jazz Band, Vocal Jazz and Drumline in the Nathan Hale Performing Arts Center (PAC). Bake sale and banh mi, suggested donation

Final Orchestra and Band concert

Wednesday, June 13

- Concert Orchestra, Wind Ensemble and Chamber Orchestra in the Nathan Hale PAC. Bake sale and banh mi, suggested donation

More information: <https://www.facebook.com/nathanhalemusicdept/>

Parenting Chronic Illness

A support group for parents of kids at any age living with ongoing health challenges, 2nd Thursday of each month, 5:30-6:30 p.m., meets at Northeast Seattle Together (NEST). [Learn more about the Parenting Chronic Illness Support Group here.](#)



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From: Cassie Condon <cassie.condon@hotmail.com>

Date: Sun, May 20, 2018, 5:22 PM

Subject: Re: Clarification?

To: Bailey, Kristin <klbailey@seattleschools.org>, Allemann, Virginia <vaallemann@seattleschools.org>, Evan Briggs <evanybriggs@gmail.com>, ae2newseditor@gmail.com <ae2newseditor@gmail.com>

Cc: Borgers, LaChrista A <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, satchadear@hotmail.com <satchadear@hotmail.com>, amelia.mcgee@gmail.com <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, tanaka.kaori@gmail.com <tanaka.kaori@gmail.com>, hhjung@seattleschools.org <hhjung@seattleschools.org>, jonathan.gasbar@highlineschools.org <jonathan.gasbar@highlineschools.org>

Bringing all communications back on a single thread. Evan, we must avoid back channel communications, as it's a violation of our school handbook's [adult code of conduct](#) (page 5). Attaching the email where it was requested by you to the newsletter team not to publish the election process, and cc'd Helen Jung from the District & Jonathan Gasbar. Please, let's ALL re-familiarize ourselves with the code of conduct, be inclusive, and hopefully we can bring this current situation to an amicable resolution.
+ Helen, Jon & the newsletter team to this email so communications are transparent.

There is clearly disagreement, but bylaws exist exactly to provide guidance when there is disagreement. The community is expressing confusion to the office and staff about how to step up for positions already occupied. As a result, I've been asked as comms chair to communicate the election process, that is outlined in our [Parent Group Bylaws & Standing Rules](#).

It isn't yours, mine, the principals' or the district's place to dictate we won't hold an election when it's clearly detailed as a process to use when more than one person is interested. As you know, we have several folks putting their names in for consideration for the role of Site Council Chair; the attached gets in the way of providing clarity to the community. If we do not follow the established bylaws and rules, it denies due process to the ~1000 Site Council members made of up of staff and parents.

The newsletter team should proceed from this point to publish the election process to bring clarity to the community.

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Saturday, May 19, 2018 4:49 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com

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- [Indicate interest](#) - Enter your name next to the office(s) you're interested in, even if there is already another interested person. This is intended as a tool for parents, to facilitate collaboration with other parents. For example, if you are interested in being Committee chair of either the Hospitality or Fundraising Committees, put your name in both. Then you can check back to see if one of them is uncontested, which might be useful in making your final decision.
- By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.

Further details can be found in our [Parent Group Bylaws & Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

The Standing Rules direct we are to conduct an election by the June Site Council meeting. All parents and staff members can vote. The Comms & District Relations committees are investigating an app called [Election Runner](#) which seems ideal - each voter has a unique "Voter ID" and "Voter Key" and can only vote once. It is ADA accessible; we'll need to ensure a process for paper ballots for those unable to use the online tool.

From: Bailey, Kristin <klbailey@seattleschools.org>
Sent: Friday, May 18, 2018 4:35 PM
To: Cassie Condon; Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com
Subject: Re: Clarification?

Hi everyone,

I just spoke with John on the phone. He reached out to me from Minneapolis.

As far as I know he still wants Evan and Cassie to communicate a process out to parents regarding participating in SC leadership next year. I do know parents have stopped by his office asking about this and interested in taking on leadership positions. He is expecting this communication to go out from SC leadership. He has already shared what he can of the process in the newsletter and urged parents to get involved.

Hope this helps.

K

From: Cassie Condon <cassie.condon@hotmail.com>
Sent: Friday, May 18, 2018 3:20:11 PM
To: Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; Bailey, Kristin; tanaka.kaori@gmail.com
Subject: Re: Clarification?

Evan, to your question...what I understand falls under my purview is to communicate the process for people to put their names in for positions as outlined in the bylaws, as john asked you and i to do in the email from him yesterday. From that thread, you know my plan was to draft a proposal of how we would handle an election in accordance with our bylaws, and float it back to you, Christina and others. One person has notified the comms alias to put their name in for chair, and assuming you will also run we have at least two people interested. Have you been notified of others?

Unfortunately I was way delayed getting back from a field trip due to some car problems in the group and now have to head off for an anniversary dinner, so i won't get a draft out until tomorrow.

You mentioned john now asked us to hold off any communications until a joint statement from he and Jon comes out Tuesday, could you share more details in the spirit of transparency? He was pretty clear yesterday he wanted something in the newsletter as parents are asking.

Get [Outlook for iOS](#)

From: Allemann, Virginia <vaallemann@seattleschools.org>
Sent: Friday, May 18, 2018 2:15 PM
Subject: Clarification?
To: Evan Briggs <evanybriggs@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>
Cc: Borgers, LaChrista A <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>, <tanaka.kaori@gmail.com>

Hi all

The bylaws indicate the chair positions are all one-year positions. So they are all open for anyone to step up and take on an active role.

Ginny

From: Evan Briggs [mailto:evanybriggs@gmail.com]
Sent: Friday, May 18, 2018 12:38 PM
To: Cassie Condon <cassie.condon@hotmail.com>
Cc: Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; Bailey, Kristin <klbailey@seattleschools.org>
Subject: Re: Clarification?

Hi all,

As usual, anyone interested in Site Council can email me or the Chair of the committee for which they're interested in volunteering. Email addresses are easy to find on the Site Council website. We've had lots of open roles this year! I'll be sending out an updated list of open rolls for next year in the newsletter.

Cassie, can you please explain exactly what you mean by "getting a process together" and how that falls under the purview of Comms? Neither Christina nor I have signed off on any new process.

thanks,

Evan

On Fri, May 18, 2018 at 10:39 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Hello all,

I'm at a field trip this morning so short reply, but I'm getting a process together today for distribution in Monday's newsletter. Thanks!

Get [Outlook for iOS](#)

From: Borgers, LaChrista A <laborgers@seattleschools.org>
Sent: Friday, May 18, 2018 9:47 AM
Subject: Clarification?
To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>
Cc: BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

--

www.thegrowingseasonfilm.com

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From: Evan Briggs <evanybriggs@gmail.com>

To: AEII Newsletter <ae2newseditor@gmail.com>

Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hjyoung@seattleschools.org>

Bcc:

Date: Sun, 20 May 2018 11:16:39 -0700

Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Dear Newsletter team,

Christina and I, as current Site Council Chair and Vice Chair, do not authorize the publishing of election information in this week's newsletter or anywhere else until John Miner and Jon Gasbar have provided a joint communication on the topic, which is due to happen on Tuesday. Please remove this section from the newsletter.

thank you,

Evan

On Sat, May 19, 2018 at 9:47 PM, AEII Newsletter <ae2newseditor@gmail.com> wrote:

Here is the final draft.

----- Forwarded message -----

From: **Thornton Creek School** <ae2newseditor@gmail.com>
 Date: Sat, May 19, 2018 at 9:46 PM
 Subject: DRAFT News from Thornton Creek School - May 21, 2018
 To: ae2newseditor@gmail.com



New this Week

School Hours: 7:55am – 2:25pm
 Wednesdays: 7:55am – 1:10pm
 Main Office: 252.5300
 Attendance: 252.5304
thorntoncreek.attendance@seattleschools.org

Issue: #30

May 21, 2018

This Week:

Monday, May 21: Meet the Principal - K/PreK families
Thursday, May 24: Family Dance Party

Next Week:

Monday, May 28: No School - Memorial Day

From the Office

Help us be good neighbors!

Please observe all parking regulations when parking in the neighborhood around Thornton Creek. We are receiving reports from neighbors of blocked driveways and cars parked too close to intersections. City regulations are that there is no parking within twenty feet of the intersection, and within 5 feet of a driveway. Help our neighbors drive safely by observing these regulations so they have access to their driveways and have good visibility when turning corners.

Not coming back?

If your child is not returning to Thornton Creek next fall, please let us know in the office, (206) 252-5300 or cgspencer@seattleschools.org. We have a wait list for every grade, and we would love to keep our fall lists accurate!

Upcoming Events

Elections Coming soon!

Get involved in Site Council! Holding a Site Council position is a great & fun way to get involved in our school.

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- **By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.**

Further details can be found in our [Parent Group Bylaws](#) & [Standing Rules](#).

Meet the Principal night for PreK/K families

Dear Thornton Creek Community,

Over the past week, I have had the opportunity to get to know students, staff, and families. I am thrilled to be joining such a vibrant community that is focused on Expeditionary Learning and creative forms of education to develop the whole child. My

In This Issue

From the Office
 Elections coming soon!
 Meet the Principal
 Family Dance Night
 Bike Updates
 Kindergarten Play Dates
 From Site Council
 Scrip
 From the Library
 From the Art Studio
 From the Gym
 Extra Mile from Debbie
 Community Posts

<

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7712 40th Ave NE
Seattle, WA 98115

TEL: 206-252-5300
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151K

Sun, May 20, 2018 at 6:04 PM

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Issue: #30

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Thursday, May 24: Family Dance Party

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- By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.

Further details can be found in our [Parent Group Bylaws & Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

The Standing Rules direct we are to conduct an election by the June Site Council meeting. All parents and staff members can vote.

The Comms & District Relations committees are investigating an app called [Election Runner](#) which seems ideal - each voter has a unique "Voter ID" and "Voter Key" and can only vote once. It is ADA accessible; we'll need to ensure a process for paper ballots for those unable to use the online tool.

From: Bailey, Kristin <klbailey@seattleschools.org>

Sent: Friday, May 18, 2018 4:35 PM

To: Cassie Condon; Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com

Subject: Re: Clarification?

Hi everyone,

I just spoke with John on the phone. He reached out to me from Minneapolis.

As far as I know he still wants Evan and Cassie to communicate a process out to parents regarding participating in SC leadership next year. I do know parents have stopped by his office asking about this and interested in taking on leadership positions. He is expecting this communication to go out from SC leadership. He has already shared what he can of the process in the newsletter and urged parents to get involved.

Hope this helps.

K

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Friday, May 18, 2018 3:20:11 PM

To: Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; Bailey, Kristin; tanaka.kaori@gmail.com

Subject: Re: Clarification?

Evan, to your question...what I understand falls under my purview is to communicate the process for people to put their names in for positions as outlined in the bylaws, as John asked you and I to do in the email from him yesterday.

From that thread, you know my plan was to draft a proposal of how we would handle an election in accordance with our bylaws, and float it back to you, Christina and others. One person has notified the comms alias to put their name in for chair, and assuming you will also run we have at least two people interested. Have you been notified of others?

Unfortunately I was way delayed getting back from a field trip due to some car problems in the group and now have to head off for an anniversary dinner, so I won't get a draft out until tomorrow.

You mentioned John now asked us to hold off any communications until a joint statement from he and Jon comes out Tuesday, could you share more details in the spirit of transparency? He was pretty clear yesterday he wanted something in the newsletter as parents are asking.

Get [Outlook for iOS](#)

From: Allemann, Virginia <vaallemann@seattleschools.org>

Sent: Friday, May 18, 2018 2:15 PM

Subject: Clarification?

To: Evan Briggs <evanybriggs@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>

Cc: Borgers, LaChrista A <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>, <tanaka.kaori@gmail.com>

Hi all

The bylaws indicate the chair positions are all one-year positions. So they are all open for anyone to step up and take on an active role.

Ginny

From: Evan Briggs [mailto:evanybriggs@gmail.com]

Sent: Friday, May 18, 2018 12:38 PM

To: Cassie Condon <cassie.condon@hotmail.com>

Cc: Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; Bailey, Kristin <klbailey@seattleschools.org>

Subject: Re: Clarification?

Hi all,

As usual, anyone interested in Site Council can email me or the Chair of the committee for which they're interested in volunteering. Email addresses are easy to find on the Site Council website. We've had lots of open roles this year! I'll be sending out an updated list of open rolls for next year in the newsletter.

Cassie, can you please explain exactly what you mean by "getting a process together" and how that falls under the purview of Comms? Neither Christina nor I have signed off on any new process.

thanks,

Evan

On Fri, May 18, 2018 at 10:39 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Hello all,

I'm at a field trip this morning so short reply, but I'm getting a process together today for distribution in Monday's newsletter. Thanks!

Get [Outlook for iOS](#)

From: Borgers, LaChrista A <laborgers@seattleschools.org>

Sent: Friday, May 18, 2018 9:47 AM

Subject: Clarification?

To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>

Cc: BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

--

www.thegrowingseasonfilm.com

CAUTION: This email originated from outside of the organization. Please don't click links, open attachments, or reply with confidential details unless you are certain you know the sender and are expecting the content.

To stop receiving messages from [BLT Thornton Creek](#) group, [stop following it](#).

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----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>
To: AEII Newsletter <ae2newseditor@gmail.com>
Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>
Bcc:

Date: Sun, 20 May 2018 11:16:39 -0700

Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Dear Newsletter team,

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Thank you,
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Here is the final draft.

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From: **Thornton Creek School** <ae2newseditor@gmail.com>

Date: Sat, May 19, 2018 at 9:46 PM

Subject: DRAFT News from Thornton Creek School - May 21, 2018

To: ae2newseditor@gmail.com



New this Week

School Hours: 7:55am – 2:25pm
Wednesdays: 7:55am – 1:10pm
Main Office: 252.5300
Attendance: 252.5304
thorntoncreek.attendance@seattleschools.org

Issue: #30

May 21, 2018

This Week:

Monday, May 21: Meet the Principal - K/PreK families

Thursday, May 24: Family Dance Party

Next Week:

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Not coming back?

If your child is not returning to Thornton Creek next fall, please let us know in the office, (206) 252-5300 or cggspencer@seattleschools.org. We have a wait list for every grade, and we would love to keep our fall lists accurate!

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- **By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.**

Further details can be found in our [Parent Group Bylaws](#) & [Standing Rules](#).

- Come early for dance lessons
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Wednesday, June 6

<div class="m_6680164842

Cassie Condon <cassie.condon@hotmail.com>

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To: "Bailey, Kristin" <kbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, Evan Briggs <evanybriggs@gmail.com>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>

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Merging communications back onto a single thread again. It's been asked to the newsletter team to remove the blurb explaining elections, and instead keep the following text. I think this will cause even more confusion in the community, as it will raise further questions since it only talks about Open positions. I don't like putting the newsletter team in the position to deal with this back channel directive, which is why I added them here.

Evan, it would be great if you could reply to any of my emails to share your perspective, otherwise I feel we're at a stalemate. If we can't come to agreement in email, I respectfully move for an emergency Site Council meeting to vote on following our bylaws and holding elections.

Proposed text:

We need Site Council Volunteers for next year! There are many different positions available with varying time commitments. Even if you work, there are still jobs for you!

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Treasurer Co-chair
Finance Committee
Hospitality Chair
Annual Appeal Chair
Yearbook Chair
Athletic Skills Night Chair
Harvest Festival Chair

If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanybriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Sunday, May 20, 2018 5:22 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs; ae2newseditor@gmail.com

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

[Quoted text hidden]

----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>

To: AE2 Newseditor newsletter <ae2newseditor@gmail.com>

Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjung@seattleschools.org>

Bcc:

Date: Sun, 20 May 2018 18:58:25 -0700

Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Hi Molly,

Please remove the section under Upcoming Events about 'Elections Coming Soon'.

The section under From the Parent Group, from Site Council, can stay.
thanks,
Evan

Sent from my iPhone

On May 20, 2018, at 4:06 PM, AE2 Newseditor newsletter <ae2newseditor@gmail.com> wrote:

Hi Evan, I see 2 articles below; to clarify, hold on the 1st, but not the 2nd - correct?

Thank you!
Molly

Sent from my iPhone

On May 20, 2018, at 11:16 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

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Date: Sat, May 19, 2018 at 9:46 PM
Subject: DRAFT News from Thornton Creek School - May 21, 2018
To: ae2newseditor@gmail.com



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Wednesdays: 7:55am - 1:10pm
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thorntoncreek.attendance@seattleschools.org

Issue: #30

May 21, 2018

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In This Issue

- From the Office
- Elections coming soon!
- Meet the Principal
- Family Dance Night
- Bike Updates
- Kindergarten Play Dates
- From Site Council
- Scrip
- From the Library
- From the Art Studio
- From the Gym
- Extra Mile from Debbie
- Community Posts

Bell times:

- 7:40: Students can arrive
- 7:50: First bell
- 7:55: Second bell
- 2:25: End of day
- 2:35: Buses depart



grader is a great way for new families to get involved in the school, meet other parents and give back to your community. Middle school is short so make sure you stay connected by being engaged! Email volunteer@eaglestaffpts.org or check the website: eaglestaffpts.org.

Eagle Staff New Student Orientation - Save the Date

Mark your calendar: orientation for Eagle Staff 6th graders will be held on Thursday August 30, 9-12. This is part of our WEB (Where Everyone Belongs) program.

Nathan Hale Events

Swing Dance

Thursday, May 24 at 7 p.m. in the NHHS Commons

- No entrance fee
- Come early for dance lessons
- Listen to great performances by Vocal Jazz and the Jazz Band
- Delicious food including Banh mi sandwiches and baked goods, suggested donation

Folklife Performance

Friday, May 25, 4-5 p.m. at Seattle Center

- Jazz band will perform in the Armory from approximately 4-5 p.m. Come to watch, come to dance

Final Jazz and Drumline concert

Wednesday, June 6

- Jazz Band, Vocal Jazz and Drumline in the Nathan Hale Performing Arts Center (PAC). Bake sale and banh mi, suggested donation

Final Orchestra and Band concert

Wednesday, June 13

- Concert Orchestra, Wind Ensemble and Chamber Orchestra in the Nathan Hale PAC. Bake sale and banh mi, suggested donation

More information: <https://www.facebook.com/nathanhalemusicdept/>

Parenting Chronic Illness

A support group for parents of kids at any age living with ongoing health challenges, 2nd Thursday of each month, 5:30-6:30 p.m., meets at Northeast Seattle Together (NEST). [Learn more about the Parenting Chronic Illness Support Group here.](#)



7712 40th Ave NE
Seattle, WA 98115

TEL: 206-252-5300
FAX: 206-252-5301

Thornton Creek School, [7711 43rd](#)

...

[Message clipped] [View entire message](#)

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Satcha Dearborn Graham <satchadear@hotmail.com>

Sun, May 20, 2018 at 10:23 PM

To: Cassie Condon <cassie.condon@hotmail.com>, "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, Evan Briggs <evanybriggs@gmail.com>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>

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8/31/2018

Gmail - Clarification?

"Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "hhjung@seattleschools.org" <hhjung@seattleschools.org>, "jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>

If necessary, I second the motion for an emergency Site Council meeting to vote on following our bylaws and holding elections.

Respectfully,
Satcha

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: Cassie Condon <cassie.condon@hotmail.com>

[Quoted text hidden]

mardi brekke <mardib@live.com>

Mon, May 21, 2018 at 9:01 AM

To: Satcha Dearborn Graham <satchadear@hotmail.com>, Cassie Condon <cassie.condon@hotmail.com>, "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, Evan Briggs <evanybriggs@gmail.com>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>
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Evan – As a parent and site council voting member, I'm very concerned that as the site council chair you are actively disregarding our legally-binding bylaws, violating our parent code of conduct and trying to subvert the election process by denying parents the opportunity to participate in Site Council.

I agree with Satcha and Cassie and that we need to have an emergency meeting to discuss these issues. I propose Tuesday, May 29th @ 7:00 in the commons.

Required:

Evan Briggs

Christina Ellis

Robin Belz

Cassie Condon

Satcha Dearborn Graham

Mardi Brekke

8 teacher/staff representatives

Evan, Christina, Robin, Cassie and Satcha – please reply all asap with your availability. We need to email the community tomorrow to meet the 7 day notice provision in the bylaws.

Thanks, Mardi

From: Satcha Dearborn Graham <satchadear@hotmail.com>

Sent: Sunday, May 20, 2018 10:24 PM

To: Cassie Condon <cassie.condon@hotmail.com>; Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; Evan Briggs <evanybriggs@gmail.com>; ae2newseditor@gmail.com

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[Quoted text hidden]

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Thanks Cassie & all,

Thanks for your appreciation of the challenging position of navigating competing requests to the newsletter team.

Given that Cassie as Communications Chair was given a directive from John to communicate this information out, I'm going to publish as drafted.

Thank you!
 Molly

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Sent: Saturday, May 19, 2018 4:49 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs

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Cc: BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

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Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

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Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>
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Please remove the section under Upcoming Events about 'Elections Coming Soon'.
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Thank you!
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thank you,
Evan

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Here is the final draft.

----- Forwarded message -----

From: **Thornton Creek School** <ae2newseditor@gmail.com>
Date: Sat, May 19, 2018 at 9:46 PM
Subject: DRAFT News from Thornton Creek School - May 21, 2018
To: ae2newseditor@gmail.com

Wednesday, June 13

- Concert Orchestra, Wind Ensemble and Chamber Orchestra in the Nathan Hale PAC. Bake sale and banh mi, suggested donation

More information: <https://www.facebook.com/nathanhalemusicdept/>

Parenting Chronic Illness

A support group for parents of kids at any age living with ongoing health challenges, 2nd Thursday of each month, 5:30-6:30 p.m., meets at Northeast Seattle Together (NEST). [Learn more about the Parenting Chronic Illness Support Group here.](#)



7712 40th Ave NE
Seattle, WA 98115

TEL: 206-252-5300
FAX: 206-252-5301

Thornton Creek School, [7711 43rd](#)

...

[Message clipped]

Borgers, LaChrista A <laborgers@seattleschools.org> Mon, May 21, 2018 at 9:46 AM
 To: AEII Newsletter <ae2newseditor@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>
 Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, Evan Briggs <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>, "jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>

Thank you, Cassie. Staff agree that transparent communication and a return to our code of conduct are what our community needs to move forward.

LaChrista (on behalf of BLT & Staff)

From: AEII Newsletter <ae2newseditor@gmail.com>
Sent: Monday, May 21, 2018 9:19:25 AM
To: Cassie Condon
Cc: Bailey, Kristin; Allemann, Virginia; Evan Briggs; Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; Joung, Helen H; jonathan.gasbar@highlineschools.org
Subject: Re: Clarification?

Thanks Cassie & all,

Thanks for your appreciation of the challenging position of navigating competing requests to the newsletter team.

Given that Cassie as Communications Chair was given a directive from John to communicate this information out, I'm going to publish as drafted.

Thank you!
Molly

On Sun, May 20, 2018 at 8:25 PM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Merging communications back onto a single thread again. It's been asked to the newsletter team to remove the blurb explaining elections, and instead keep the following text. I think this will cause even more confusion in the community, as it will raise further questions since it only talks about Open positions. I don't like putting the newsletter team in the position to deal with this back channel directive, which is why I added them here.

Evan, it would be great if you could reply to any of my emails to share your perspective, otherwise I feel we're at a stalemate. If we can't come to agreement in email, I respectfully move for an emergency Site Council meeting to vote on following our bylaws and holding elections.

Proposed text:

We need Site Council Volunteers for next year! There are many different positions available with varying time commitments. Even if you work, there are still jobs for you!
Open positions include:

Treasurer Co-chair
Finance Committee
Hospitality Chair
Annual Appeal Chair
Yearbook Chair
Athletic Skills Night Chair
Harvest Festival Chair

If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanybriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

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New this Week

School Hours: 7:55am - 2:25pm
Wednesdays: 7:55am - 1:10pm
Main Office: 252.5300
Attendance: 252.5304
thorntoncreek.attendance@seattleschools.org

Issue: #30

May 21, 2018

This Week:

Monday, May 21: Meet the Principal - K/PreK families
Thursday, May 24: Family Dance Party

Next Week:

Monday, May 28: No School - Memorial Day

From the Office

Help us be good neighbors!

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Not coming back?

If your child is not returning to Thornton Creek next fall, please let us know in the office, (206) 252-5300 or cjspencer@seattleschools.org. We have a wait list for every grade, and we would love to keep our fall lists accurate!

In This Issue

- From the Office
- Elections coming soon!
- Meet the Principal
- Family Dance Night
- Bike Updates
- Kindergarten Play Dates
- From Site Council
- Scrip
- From the Library
- From the Art Studio
- From the Gym
- Extra Mile from Debbie
- Community Posts

Bell times:

7:40: Students can arrive

Thornton Creek School, 7711 43rd

...

[Message clipped]

CAUTION: This email originated from outside of the organization. Please don't click links, open attachments, or reply with confidential details unless you are certain you know the sender and are expecting the content.

To stop receiving messages from **BLT Thornton Creek** group, [stop following it](#).

Evan Briggs <evanybriggs@gmail.com>

Mon, May 21, 2018 at 9:55 AM

To: Cassie Condon <cassie.condon@hotmail.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>, "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "hhjong@seattleschools.org" <hhjong@seattleschools.org>, "jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>

Cassie and Mardi,

My request was to refrain from posting the election information in this week's newsletter, because it was my understanding that a joint communication between John and Jon would be coming on Tuesday, and I am hoping to avoid further confusion.

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I await input from our school leadership.

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Open positions include:

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Finance Committee
Hospitality Chair
Annual Appeal Chair
Yearbook Chair
Athletic Skills Night Chair
Harvest Festival Chair

If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanybriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Sunday, May 20, 2018 5:22 PM

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Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hhjong@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

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Further details can be found in our [Parent Group Bylaws & Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

The Standing Rules direct we are to conduct an election by the June Site Council meeting. All parents and staff members can vote. The Comms & District Relations committees are investigating an app called [Election Runner](#) which seems ideal - each voter has a unique "Voter ID" and "Voter Key" and can only vote once. It is ADA accessible; we'll need to ensure a process for paper ballots for those unable to use the online tool.

From: Bailey, Kristin <klbailey@seattleschools.org>
Sent: Friday, May 18, 2018 4:35 PM
To: Cassie Condon; Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com

Subject: Re: Clarification?

Hi everyone,

I just spoke with John on the phone. He reached out to me from Minneapolis.

As far as I know he still wants Evan and Cassie to communicate a process out to parents regarding participating in SC leadership next year. I do know parents have stopped by his office asking about this and interested in taking on leadership positions. He is expecting this communication to go out from SC leadership. He has already shared what he can of the process in the newsletter and urged parents to get involved.

Hope this helps.

K

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Friday, May 18, 2018 3:20:11 PM

To: Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; Bailey, Kristin; tanaka.kaori@gmail.com

Subject: Re: Clarification?

Evan, to your question...what I understand falls under my purview is to communicate the process for people to put their names in for positions as outlined in the bylaws, as John asked you and I to do in the email from him yesterday. From that thread, you know my plan was to draft a proposal of how we would handle an election in accordance with our bylaws, and float it back to you, Christina and others. One person has notified the comms alias to put their name in for chair, and assuming you will also run we have at least two people interested. Have you been notified of others?

Unfortunately I was way delayed getting back from a field trip due to some car problems in the group and now have to head off for an anniversary dinner, so I won't get a draft out until tomorrow.

You mentioned John now asked us to hold off any communications until a joint statement from he and Jon comes out Tuesday, could you share more details in the spirit of transparency? He was pretty clear yesterday he wanted something in the newsletter as parents are asking.

Get [Outlook for iOS](#)

From: Allemann, Virginia <vaallemann@seattleschools.org>

Sent: Friday, May 18, 2018 2:15 PM

Subject: Clarification?

To: Evan Briggs <evanybriggs@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>

Cc: Borgers, LaChrista A <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tcbt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>, <tanaka.kaori@gmail.com>

Hi all

The bylaws indicate the chair positions are all one-year positions. So they are all open for anyone to step up and take on an active role.

Ginny

From: Evan Briggs [mailto:evanybriggs@gmail.com]
Sent: Friday, May 18, 2018 12:38 PM
To: Cassie Condon <cassie.condon@hotmail.com>
Cc: Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; Bailey, Kristin <klbailey@seattleschools.org>
Subject: Re: Clarification?

Hi all,

As usual, anyone interested in Site Council can email me or the Chair of the committee for which they're interested in volunteering. Email addresses are easy to find on the Site Council website. We've had lots of open roles this year! I'll be sending out an updated list of open rolls for next year in the newsletter.

Cassie, can you please explain exactly what you mean by "getting a process together" and how that falls under the purview of Comms? Neither Christina nor I have signed off on any new process.

thanks,

Evan

On Fri, May 18, 2018 at 10:39 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Hello all,

I'm at a field trip this morning so short reply, but I'm getting a process together today for distribution in Monday's newsletter. Thanks!

Get [Outlook for iOS](#)

From: Borgers, LaChrista A <laborgers@seattleschools.org>
Sent: Friday, May 18, 2018 9:47 AM
Subject: Clarification?
To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>
Cc: BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

--

www.thegrowingseasonfilm.com

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----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>
To: AE2 Newseditor newsletter <ae2newseditor@gmail.com>
Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hjyoung@seattleschools.org>
Bcc:
Date: Sun, 20 May 2018 18:58:25 -0700
Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018
Hi Molly,
Please remove the section under Upcoming Events about 'Elections Coming Soon'.
The section under From the Parent Group, from Site Council, can stay.
thanks,
Evan

Sent from my iPhone

On May 20, 2018, at 4:06 PM, AE2 Newseditor newsletter <ae2newseditor@gmail.com> wrote:

Hi Evan, I see 2 articles below; to clarify, hold on the 1st, but not the 2nd - correct?

Thank you!
Molly

Sent from my iPhone

On May 20, 2018, at 11:16 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Dear Newsletter team,
Christina and I, as current Site Council Chair and Vice Chair, do not authorize the publishing of election information in this week's newsletter or anywhere else until John Miner and Jon Gasbar have provided a joint communication on the topic, which is due to happen on Tuesday. Please remove this section from the newsletter.
thank you,
Evan

On Sat, May 19, 2018 at 9:47 PM, AEII Newsletter <ae2newseditor@gmail.com> wrote:
Here is the final draft.

----- Forwarded message -----

From: **Thornton Creek School** <ae2newseditor@gmail.com>
Date: Sat, May 19, 2018 at 9:46 PM
Subject: DRAFT News from Thornton Creek School - May 21, 2018
To: ae2newseditor@gmail.com



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Upcoming Events

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2:25: End of day
2:35: Buses depart



CALENDAR

The 2017-18 Seattle Schools Calendar can be [found here](#).

The Thornton Creek school calendar can be [found here](#).

May 21
Meet the principal - PreK/K families

May 24
Family Dance Party

- Come early for dance lessons
- Listen to great performances by Vocal Jazz and the Jazz Band
- Delicious food including Banh mi sandwiches and baked goods, suggested donation

Folklife Performance

Friday, May 25, 4-5 p.m. at Seattle Center

- Jazz band will perform in the Armory from approximately 4-5 p.m. Come to watch, come to dance

Final Jazz and Drumline concert

Wednesday, June 6

- Jazz Band, Vocal Jazz and Drumline in the Nathan Hale Performing Arts Center (PAC). Bake sale and banh mi, suggested donation

Final Orchestra and Band concert

Wednesday, June 13

- Concert Orchestra, Wind Ensemble and Chamber Orchestra in the Nathan Hale PAC. Bake sale and banh mi, suggested donation

More information: <https://www.facebook.com/nathanhalemusicdept/>

Parenting Chronic Illness

A support group for parents of kids at any age living with ongoing health challenges, 2nd Thursday of each month, 5:30-6:30 p.m., meets at Northeast Seattle Together (NEST). [Learn more about the Parenting Chronic Illness Support Group here.](#)



7712 40th Ave NE
Seattle, WA 98115

TEL: 206-252-5300
FAX: 206-252-5301

Thornton Creek School, [7711 43rd](#)

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[Message clipped]

--
www.thegrowingseasonfilm.com

mardi brekke <mardib@live.com>

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Evan, please confirm that you can be available on 5/29 for a meeting so we can get the notice out to the community.

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The Comms & District Relations committees are investigating an app called [Election Runner](#) which seems ideal - each voter has a unique "Voter ID" and "Voter Key" and can only vote once. It is ADA accessible; we'll need to ensure a process for paper ballots for those unable to use the online tool.

From: Bailey, Kristin <klbailey@seattleschools.org>
Sent: Friday, May 18, 2018 4:35 PM
To: Cassie Condon; Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com
Subject: Re: Clarification?

Hi everyone,

I just spoke with John on the phone. He reached out to me from Minneapolis.

As far as I know he still wants Evan and Cassie to communicate a process out to parents regarding participating in SC leadership next year. I do know parents have stopped by his office asking about this and interested in taking on leadership positions. He is expecting this communication to go out from SC leadership. He has already shared what he can of the process in the newsletter and urged parents to get involved.

Hope this helps.

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To: Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; Bailey, Kristin; tanaka.kaori@gmail.com
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Get [Outlook for iOS](#)

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Cc: Borgers, LaChrista A <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, Miner, John

<jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>, <tanaka.kaori@gmail.com>

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Subject: Re: Clarification?

Hi all,

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Cassie, can you please explain exactly what you mean by "getting a process together" and how that falls under the purview of Comms? Neither Christina nor I have signed off on any new process.

thanks,

Evan

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Hello all,

I'm at a field trip this morning so short reply, but I'm getting a process together today for distribution in Monday's newsletter. Thanks!

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From: Borgers, LaChrista A <laborgers@seattleschools.org>

Sent: Friday, May 18, 2018 9:47 AM

Subject: Clarification?

To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>

Cc: BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

--

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----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>

To: AE2 Newseditor newsletter <ae2newseditor@gmail.com>

Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>

Bcc:

Date: Sun, 20 May 2018 18:58:25 -0700

Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Hi Molly,

Please remove the section under Upcoming Events about 'Elections Coming Soon'.

--

www.thegrowingseasonfilm.com

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 Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>, "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "hhjung@seattleschools.org" <hhjung@seattleschools.org>, "jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>

I can make the May 29th meeting.

As you know, Site Council is made up of reps from parents and staff, so there is no possible communication from Jon or John that would override our bylaws.

This meeting should continue so we can unify as a Site Council to best support our incoming administrators for the next school year.

From: mardi brekke <mardib@live.com>
Sent: Monday, May 21, 2018 10:02:11 AM
To: Evan Briggs; Cassie Condon
Cc: Bailey, Kristin; Allemann, Virginia; ae2newseditor@gmail.com; Borgers, LaChrista A; Christina Ellis; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org
Subject: RE: Clarification?

Evan, please confirm that you can be available on 5/29 for a meeting so we can get the notice out to the community.

From: Evan Briggs <evanybriggs@gmail.com>
Sent: Monday, May 21, 2018 9:55 AM
To: Cassie Condon <cassie.condon@hotmail.com>
Cc: Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; ae2newseditor@gmail.com; Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org
Subject: Re: Clarification?

Cassie and Mardi,

My request was to refrain from posting the election information in this week's newsletter, because it was my understanding that a joint communication between John and Jon would be coming on Tuesday, and I am hoping to avoid further confusion.

I am also very concerned that as Site Council Chair and Vice Chair, Christina and I were deliberately excluded from discussions around elections. The level of dishonesty and dysfunction in this situation has reached such extreme proportions that to further engage on this email thread will only cause further damage.

I await input from our school leadership.

Evan

On Sun, May 20, 2018 at 8:25 PM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Merging communications back onto a single thread again. It's been asked to the newsletter team to remove the blurb explaining elections, and instead keep the following text. I think this will cause even more confusion in the community, as it will raise further questions since it only talks about Open positions. I don't like putting the newsletter team in the position to deal with this back channel directive, which is why I added them here.

Evan, it would be great if you could reply to any of my emails to share your perspective, otherwise I feel we're at a stalemate. If we can't come to agreement in email, I respectfully move for an emergency Site Council meeting to vote on following our bylaws and holding elections.

Proposed text:

We need Site Council Volunteers for next year! There are many different positions available with varying time commitments. Even if you work, there are still jobs for you!

Open positions include:

Treasurer Co-chair

Finance Committee

Hospitality Chair

Annual Appeal Chair

Yearbook Chair

Athletic Skills Night Chair

Harvest Festival Chair

If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanybriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Sunday, May 20, 2018 5:22 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs; ae2newseditor@gmail.com

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hjyoung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

Bringing all communications back on a single thread. Evan, we must avoid back channel communications, as it's a violation of our school handbook's [adult code of conduct](#) (page 5). Attaching the email where it was requested by you to the newsletter team not to publish the election process, and cc'd Helen Joung from the District & Jonathan Gasbar. Please, let's ALL re-familiarize ourselves with the code of conduct, be inclusive, and hopefully we can bring this current situation to an amicable resolution.

+ Helen, Jon & the newsletter team to this email so communications are transparent.

There is clearly disagreement, but bylaws exist exactly to provide guidance when there is disagreement. The community is expressing confusion to the office and staff about how to step up for positions already occupied. As a result, I've been asked as comms chair to communicate the election process, that is outlined in our [Parent Group Bylaws & Standing Rules](#).

It isn't yours, mine, the principals' or the district's place to dictate we won't hold an election when it's clearly detailed as a process to use when more than one person is interested. As you know, we have several folks putting their names in for consideration for the role of Site Council Chair; the attached gets in the way of providing clarity to the community. If we do not follow the established bylaws and rules, it denies due process to the ~1000 Site Council members made of up of staff and parents.

The newsletter team should proceed from this point to publish the election process to bring clarity to the community.

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Saturday, May 19, 2018 4:49 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com

Subject: Re: Clarification?

Here is the planned text for Monday's newsletter:

Get involved in Site Council! Holding a Site Council position is a great & fun way to get involved in our school.

You received a handout in kid mail ([also available online](#)) outlining the committee positions and current occupants. We are gathering more details (time commitment, things to know, etc) about each position [here](#), but you can also ask the current position holder for info. All positions are open for election; we know of at least one office with multiple volunteers, so an election is planned prior to the June Site Council meeting.

If you would like to hold a position for the 2018-19 school year:

- [Indicate interest](#) - Enter your name next to the office(s) you're interested in, even if there is already another interested person. This is intended as a tool for parents, to facilitate collaboration with other parents. For example, if you are interested in being Committee chair of either the Hospitality or Fundraising Committees, put your name in both. Then you can check back to see if one of them is uncontested, which might be useful in making your final decision.
- By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.

Further details can be found in our [Parent Group Bylaws](#) & [Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

The Standing Rules direct we are to conduct an election by the June Site Council meeting. All parents and staff members can vote.

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Cc: BLT Thornton Creek <tcbt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

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Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

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Bcc:

Date: Sun, 20 May 2018 18:58:25 -0700

Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Hi Molly,

Please remove the section under Upcoming Events about 'Elections Coming Soon'.

The section under From the Parent Group, from Site Council, can stay.

thanks,

Evan

Sent from my iPhone

On May 20, 2018, at 4:06 PM, AE2 Newseditor newsletter <ae2newseditor@gmail.com> wrote:

Hi Evan, I see 2 articles below; to clarify, hold on the 1st, but not the 2nd - correct?

Thank you!

Molly

Sent from my iPhone

On May 20, 2018, at 11:16 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Dear Newsletter team,

Christina and I, as current Site Council Chair and Vice Chair, do not authorize the publishing of election information in this week's newsletter or anywhere else until John Miner and Jon Gasbar have provided a joint communication on the topic, which is due to happen on Tuesday. Please remove this section from the newsletter.

thank you,

Evan

On Sat, May 19, 2018 at 9:47 PM, AEII Newsletter <ae2newseditor@gmail.com> wrote:

Here is the final draft.

----- Forwarded message -----

From: **Thornton Creek School** <ae2newseditor@gmail.com>
Date: Sat, May 19, 2018 at 9:46 PM
Subject: DRAFT News from Thornton Creek School - May 21, 2018
To: ae2newseditor@gmail.com



New this Week

School Hours: 7:55am - 2:25pm
Wednesdays: 7:55am - 1:10pm
Main Office: 252.5300
Attendance: 252.5304
thorntoncreek.attendance@seattleschools.org

Issue: #30

May 21, 2018

This Week:

Monday, May 21: Meet the Principal - K/PreK families
Thursday, May 24: Family Dance Party

Next Week:

Monday, May 28: No School - Memorial Day

From the Office

Help us be good neighbors!

Please observe all parking regulations when parking in the neighborhood around Thornton Creek. We are receiving reports from neighbors of blocked driveways and cars parked too close to intersections. City regulations are that there is no parking within twenty feet of the intersection, and within 5 feet of a driveway. Help our neighbors drive safely by observing these regulations so they have access to their driveways and have good visibility when turning corners.

Not coming back?

If your child is not returning to Thornton Creek next fall, please let us know in the office, (206) 252-5300 or [cgspencer@seattleschools.org](mailto:cjspencer@seattleschools.org). We have a wait list for every grade, and we would love to keep our fall lists accurate!

Upcoming Events

Elections Coming soon!

Get involved in Site Council! Holding a Site Council position is a great & fun way to get involved in our school.

In This Issue

- From the Office
- Elections coming soon!
- Meet the Principal
- Family Dance Night
- Bike Updates
- Kindergarten Play Dates
- From Site Council
- Scrip
- From the Library
- From the Art Studio
- From the Gym
- Extra Mile from Debbie
- Community Posts

Bell times:

- 7:40: Students can arrive
- 7:50: First bell
- 7:55: Second bell

Mon, May 21, 2018 at 12:17 PM

Satcha Dearborn Graham <satchadear@hotmail.com>

To: Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Evan Briggs <evanybriggs@gmail.com>
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I can make the 29th.
 Satcha

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: Cassie Condon <cassie.condon@hotmail.com>

Date: 5/21/18 10:45 AM (GMT-08:00)

To: mardi brekke <mardib@live.com>, Evan Briggs <evanybriggs@gmail.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, ae2newseditor@gmail.com, "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, satchadear@hotmail.com, amelia.mcgee@gmail.com, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, tanaka.kaori@gmail.com, hhjung@seattleschools.org, jonathan.gasbar@highlineschools.org
 Subject: Re: Clarification?

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As you know, Site Council is made up of reps from parents and staff, so there is no possible communication from Jon or John that would override our bylaws.

This meeting should continue so we can unify as a Site Council to best support our incoming administrators for the next school year.

From: mardi brekke <mardib@live.com>
Sent: Monday, May 21, 2018 10:02:11 AM**To:** Evan Briggs; Cassie Condon

Cc: Bailey, Kristin; Allemann, Virginia; ae2newseditor@gmail.com; Borgers, LaChrista A; Christina Ellis; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: RE: Clarification?

Evan, please confirm that you can be available on 5/29 for a meeting so we can get the notice out to the community.

From: Evan Briggs <evanybriggs@gmail.com>**Sent:** Monday, May 21, 2018 9:55 AM**To:** Cassie Condon <cassie.condon@hotmail.com>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; ae2newseditor@gmail.com; Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org
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Cassie and Mardi,

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We need Site Council Volunteers for next year! There are many different positions available with varying time commitments. Even if you work, there are still jobs for you!

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If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanybriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Sunday, May 20, 2018 5:22 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs; ae2newseditor@gmail.com

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hjyoung@seattleschools.org; jonathan.gasbar@highlineschools.org

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There is clearly disagreement, but bylaws exist exactly to provide guidance when there is disagreement. The community is expressing confusion to the office and staff about how to step up for positions already occupied. As a result, I've been asked as comms chair to communicate the election process, that is outlined in our [Parent Group Bylaws & Standing Rules](#).

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From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Saturday, May 19, 2018 4:49 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com

Subject: Re: Clarification?

Here is the planned text for Monday's newsletter:

Get involved in Site Council! Holding a Site Council position is a great & fun way to get involved in our school.

You received a handout in kid mail ([also available online](#)) outlining the committee positions and current occupants. We are gathering more details (time commitment, things to know, etc) about each position [here](#), but you can also ask the current position holder for info. All positions are open for election; we know of at least one office with multiple volunteers, so an election is planned prior to the June Site Council meeting.

If you would like to hold a position for the 2018-19 school year:

- [Indicate interest](#) - Enter your name next to the office(s) you're interested in, even if there is already another interested person. This is intended as a tool for parents, to facilitate collaboration with other parents. For example, if you are interested in being Committee chair of either the Hospitality or Fundraising Committees, put your name in both. Then you can check back to see if one of them is uncontested, which might be useful in making your final decision.
- By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.

Further details can be found in our [Parent Group Bylaws](#) & [Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

The Standing Rules direct we are to conduct an election by the June Site Council meeting. All parents and staff members can vote.

The Comms & District Relations committees are investigating an app called [Election Runner](#) which seems ideal - each voter has a unique "Voter ID" and "Voter Key" and can only vote once. It is ADA accessible; we'll need to ensure a process for paper ballots for those unable to use the online tool.

From: Bailey, Kristin <klbailey@seattleschools.org>

Sent: Friday, May 18, 2018 4:35 PM

To: Cassie Condon; Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com

Subject: Re: Clarification?

Hi everyone,

I just spoke with John on the phone. He reached out to me from Minneapolis.

As far as I know he still wants Evan and Cassie to communicate a process out to parents regarding participating in SC leadership next year. I do know parents have stopped by his office asking about this and interested in taking on leadership

positions. He is expecting this communication to go out from SC leadership. He has already shared what he can of the process in the newsletter and urged parents to get involved.

Hope this helps.

K

From: Cassie Condon <cassie.condon@hotmail.com>
Sent: Friday, May 18, 2018 3:20:11 PM
To: Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; Bailey, Kristin; tanaka.kaori@gmail.com
Subject: Re: Clarification?

Evan, to your question...what I understand falls under my purview is to communicate the process for people to put their names in for positions as outlined in the bylaws, as John asked you and I to do in the email from him yesterday. From that thread, you know my plan was to draft a proposal of how we would handle an election in accordance with our bylaws, and float it back to you, Christina and others. One person has notified the comms alias to put their name in for chair, and assuming you will also run we have at least two people interested. Have you been notified of others?

Unfortunately I was way delayed getting back from a field trip due to some car problems in the group and now have to head off for an anniversary dinner, so I won't get a draft out until tomorrow.

You mentioned John now asked us to hold off any communications until a joint statement from he and Jon comes out Tuesday, could you share more details in the spirit of transparency? He was pretty clear yesterday he wanted something in the newsletter as parents are asking.

Get [Outlook for iOS](#)

From: Allemann, Virginia <vaallemann@seattleschools.org>
Sent: Friday, May 18, 2018 2:15 PM
Subject: Clarification?
To: Evan Briggs <evanybriggs@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>
Cc: Borgers, LaChrista A <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>, <tanaka.kaori@gmail.com>

Hi all

The bylaws indicate the chair positions are all one-year positions. So they are all open for anyone to step up and take on an active role.

Ginny

From: Evan Briggs [mailto:evanybriggs@gmail.com]
Sent: Friday, May 18, 2018 12:38 PM
To: Cassie Condon <cassie.condon@hotmail.com>
Cc: Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie

Shin <julieoshin@gmail.com>; BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; Bailey, Kristin <klbailey@seattleschools.org>

Subject: Re: Clarification?

Hi all,

As usual, anyone interested in Site Council can email me or the Chair of the committee for which they're interested in volunteering. Email addresses are easy to find on the Site Council website. We've had lots of open roles this year! I'll be sending out an updated list of open rolls for next year in the newsletter.

Cassie, can you please explain exactly what you mean by "getting a process together" and how that falls under the purview of Comms? Neither Christina nor I have signed off on any new process.

thanks,

Evan

On Fri, May 18, 2018 at 10:39 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Hello all,

I'm at a field trip this morning so short reply, but I'm getting a process together today for distribution in Monday's newsletter. Thanks!

Get [Outlook for iOS](#)

From: Borgers, LaChrista A <laborgers@seattleschools.org>

Sent: Friday, May 18, 2018 9:47 AM

Subject: Clarification?

To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>

Cc: BLT Thornton Creek <tcbt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

--

www.thegrowingseasonfilm.com

CAUTION: This email originated from outside of the organization. Please don't click links, open attachments, or reply with confidential details unless you are certain you know the sender and are expecting the content.

To stop receiving messages from [BLT Thornton Creek](#) group, [stop following it](#).

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----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>

To: AE2 Newseditor newsletter <ae2newseditor@gmail.com>

Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>

Bcc:

Date: Sun, 20 May 2018 18:58:25 -0700

Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Hi Molly,

Please remove the section under Upcoming Events about 'Elections Coming Soon'.

The section under From the Parent Group, from Site Council, can stay.

thanks,

Evan

Sent from my iPhone

On May 20, 2018, at 4:06 PM, AE2 Newseditor newsletter <ae2newseditor@gmail.com> wrote:

Hi Evan, I see 2 articles below; to clarify, hold on the 1st, but not the 2nd - correct?

Thank you!

Molly

Sent from my iPhone

On May 20, 2018, at 11:16 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Dear Newsletter team,

Christina and I, as current Site Council Chair and Vice Chair, do not authorize the publishing of election information in this week's newsletter or anywhere else until John Miner and Jon Gasbar have provided a joint communication on the topic, which is due to happen on Tuesday. Please remove this section from the newsletter.

thank you,

Evan

On Sat, May 19, 2018 at 9:47 PM, AEII Newsletter <ae2newseditor@gmail.com> wrote:

Here is the final draft.

----- Forwarded message -----

From: **Thornton Creek School** <ae2newseditor@gmail.com>
Date: Sat, May 19, 2018 at 9:46 PM
Subject: DRAFT News from Thornton Creek School - May 21, 2018
To: ae2newseditor@gmail.com



New this Week

School Hours: 7:55am - 2:25pm
Wednesdays: 7:55am - 1:10pm
Main Office: 252.5300
Attendance: 252.5304
thorntoncreek.attendance@seattleschools.org

Issue: #30

May 21, 2018

This Week:

Monday, May 21: Meet the Principal - K/PreK families
Thursday, May 24: Family Dance Party

Next Week:

Monday, May 28: No School - Memorial Day

From the Office

Help us be good neighbors!

Please observe all parking regulations when parking in the neighborhood around Thornton Creek. We are receiving reports from neighbors of blocked driveways and cars parked too close to intersections. City regulations are that there is no parking within twenty feet of the intersection, and within 5 feet of a driveway. Help our neighbors drive safely by observing these regulations so they have access to their driveways and have good visibility when turning corners.

Not coming back?

If your child is not returning to Thornton Creek next fall, please let us know in the office, (206) 252-5300 or [cgspencer@seattleschools.org](mailto:cjspencer@seattleschools.org). We have a wait list for every grade, and we would love to keep our fall lists accurate!

Upcoming Events

Elections Coming soon!

Get involved in Site Council! Holding a Site Council position is a great & fun way to get involved in our school.

In This Issue

- From the Office
- Elections coming soon!
- Meet the Principal
- Family Dance Night
- Bike Updates
- Kindergarten Play Dates
- From Site Council
- Scrip
- From the Library
- From the Art Studio
- From the Gym
- Extra Mile from Debbie
- Community Posts

Bell times:

- 7:40: Students can arrive
- 7:50: First bell
- 7:55: Second bell

mardi brekke <mardib@live.com>

To: "Spencer, Cynthia G" <cgspencer@seattleschools.org>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>, "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "hhjung@seattleschools.org" <hhjung@seattleschools.org>, "jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>, Satcha Dearborn Graham <satchadear@hotmai.com>, Cassie Condon <cassie.condon@hotmail.com>, Evan Briggs <evanybriggs@gmail.com>

Hi Cindy – please book the commons for 5/29 @ 7:00pm for a Site Council Special Meeting. Can you also check on availability of the commons on 5/31 incase consensus cannot be achieved in two hours and we need to have an additional meeting. While I haven't heard from all voting members on their availability, per our bylaws, we have enough voting members asking for a meeting.

Cassie – can you send an email room parents tomorrow notifying them of the meeting?

Site Council Special Meeting

Tuesday, May 29th, 7:00pm

Thornton Creek Commons

Agenda: discuss and come to consensus on details of a site council election process.

Thanks, Mardi

From: Satcha Dearborn Graham <satchadear@hotmail.com>

Sent: Monday, May 21, 2018 12:17 PM

To: Cassie Condon <cassie.condon@hotmail.com>; mardi brekke <mardib@live.com>; Evan Briggs <evanybriggs@gmail.com>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; ae2newseditor@gmail.com; Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

I can make the 29th.

Satcha

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

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It isn't yours, mine, the principals' or the district's place to dictate we won't hold an election when it's clearly detailed as a process to use when more than one person is interested. As you know, we have several folks putting their names in for consideration for the role of Site Council Chair; the attached gets in the way of providing clarity to the community. If we do not follow the established bylaws and rules, it denies due process to the ~1000 Site Council members made of up of staff and parents.

The newsletter team should proceed from this point to publish the election process to bring clarity to the community.

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Saturday, May 19, 2018 4:49 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com

Subject: Re: Clarification?

Here is the planned text for Monday's newsletter:

Get involved in Site Council! Holding a Site Council position is a great & fun way to get involved in our school.

You received a handout in kid mail ([also available online](#)) outlining the committee positions and current occupants. We are gathering more details (time commitment, things to know, etc) about each position [here](#), but you can also ask the current position holder for info. All positions are open for election; we know of at least one office with multiple volunteers, so an election is planned prior to the June Site Council meeting.

If you would like to hold a position for the 2018-19 school year:

- [Indicate interest](#) - Enter your name next to the office(s) you're interested in, even if there is already another interested person. This is intended as a tool for parents, to facilitate collaboration with other parents. For example, if you are interested in being Committee chair of either the Hospitality or Fundraising Committees, put your name in both. Then you can check back to see if one of them is uncontested, which might be useful in making your final decision.
- By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.

Further details can be found in our [Parent Group Bylaws](#) & [Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

The Standing Rules direct we are to conduct an election by the June Site Council meeting. All parents and staff members can vote.

The Comms & District Relations committees are investigating an app called [Election Runner](#) which seems ideal - each voter has a unique "Voter ID" and "Voter Key" and can only vote once. It is ADA accessible; we'll need to ensure a process for paper ballots for those unable to use the online tool.

From: Bailey, Kristin <klbailey@seattleschools.org>
Sent: Friday, May 18, 2018 4:35 PM
To: Cassie Condon; Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com
Subject: Re: Clarification?

Hi everyone,

I just spoke with John on the phone. He reached out to me from Minneapolis.

As far as I know he still wants Evan and Cassie to communicate a process out to parents regarding participating in SC leadership next year. I do know parents have stopped by his office asking about this and interested in taking on leadership positions. He is expecting this communication to go out from SC leadership. He has already shared what he can of the process in the newsletter and urged parents to get involved.

Hope this helps.

K

From: Cassie Condon <cassie.condon@hotmail.com>
Sent: Friday, May 18, 2018 3:20:11 PM
To: Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; Bailey, Kristin; tanaka.kaori@gmail.com
Subject: Re: Clarification?

Evan, to your question...what I understand falls under my purview is to communicate the process for people to put their names in for positions as outlined in the bylaws, as John asked you and I to do in the email from him yesterday. From that thread, you know my plan was to draft a proposal of how we would handle an election in accordance with our bylaws, and float it back to you, Christina and others. One person has notified the comms alias to put their name in for chair, and assuming you will also run we have at least two people interested. Have you been notified of others?

Unfortunately I was way delayed getting back from a field trip due to some car problems in the group and now have to head off for an anniversary dinner, so i won't get a draft out until tomorrow.

You mentioned john now asked us to hold off any communications until a joint statement from he and Jon comes out Tuesday, could you share more details in the spirit of transparency? He was pretty clear yesterday he wanted something in the newsletter as parents are asking.

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From: Allemann, Virginia <vaallemann@seattleschools.org>

Sent: Friday, May 18, 2018 2:15 PM

Subject: Clarification?

To: Evan Briggs <evanybriggs@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>

Cc: Borgers, LaChrista A <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>, <tanaka.kaori@gmail.com>

Hi all

The bylaws indicate the chair positions are all one-year positions. So they are all open for anyone to step up and take on an active role.

Ginny

From: Evan Briggs [mailto:evanybriggs@gmail.com]

Sent: Friday, May 18, 2018 12:38 PM

To: Cassie Condon <cassie.condon@hotmail.com>

Cc: Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; Bailey, Kristin <klbailey@seattleschools.org>

Subject: Re: Clarification?

Hi all,

As usual, anyone interested in Site Council can email me or the Chair of the committee for which they're interested in volunteering. Email addresses are easy to find on the Site Council website. We've had lots of open roles this year! I'll be sending out an updated list of open rolls for next year in the newsletter.

Cassie, can you please explain exactly what you mean by "getting a process together" and how that falls under the purview of Comms? Neither Christina nor I have signed off on any new process.

thanks,

Evan

On Fri, May 18, 2018 at 10:39 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Hello all,

I'm at a field trip this morning so short reply, but I'm getting a process together today for distribution in Monday's newsletter. Thanks!

Get [Outlook for iOS](#)

From: Borgers, LaChrista A <laborgers@seattleschools.org>

Sent: Friday, May 18, 2018 9:47 AM

Subject: Clarification?

To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>
Cc: BLT Thornton Creek <tcbt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!

LaChrista (on behalf of TC Staff)

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----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>
To: AE2 Newseditor newsletter <ae2newseditor@gmail.com>
Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>
Bcc:
Date: Sun, 20 May 2018 18:58:25 -0700
Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Hi Molly,

Please remove the section under Upcoming Events about 'Elections Coming Soon'.

The section under From the Parent Group, from Site Council, can stay.

thanks,

Evan

Sent from my iPhone

On May 20, 2018, at 4:06 PM, AE2 Newseditor newsletter <ae2newseditor@gmail.com> wrote:

Hi Evan, I see 2 articles below; to clarify, hold on the 1st, but not the 2nd - correct?

Thank you!

Molly

Sent from my iPhone

On May 20, 2018, at 11:16 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Dear Newsletter team,

Christina and I, as current Site Council Chair and Vice Chair, do not authorize the publishing of election information in this week's newsletter or anywhere else until John Miner and Jon Gasbar have provided a joint communication on the topic, which is due to happen on Tuesday. Please remove this section from the newsletter.

thank you,

Evan

On Sat, May 19, 2018 at 9:47 PM, AEII Newsletter <ae2newseditor@gmail.com> wrote:

Here is the final draft.

----- Forwarded message -----

From: **Thornton Creek School** <ae2newseditor@gmail.com>
Date: Sat, May 19, 2018 at 9:46 PM
Subject: DRAFT News from Thornton Creek School - May 21, 2018
To: ae2newseditor@gmail.com



New this Week

School Hours: 7:55am – 2:25pm
Wednesdays: 7:55am – 1:10pm
Main Office: 252.5300
Attendance: 252.5304
thorntoncreek.attendance@seattleschools.org

8/31/2018

Gmail - Clarification?

TEL: 206-252-5300
FAX: 206-252-5301

Thornton Creek School, [7711 43rd](#)

...

[Message clipped]

--

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mardi brekke <mardib@live.com>

Mon, May 21, 2018 at 7:55 PM

To: Evan Briggs <evanybriggs@gmail.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>, "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "hhjung@seattleschools.org" <hhjung@seattleschools.org>, "Jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>

Evan – I feel the need to address the false narrative that you have been excluded from discussions around elections. I'm attaching an email that I sent to you and the other chairs around the need to discuss elections since we have had more than one parent express the desire to run for site council chair. let's all get in a room together next Tuesday and continue the conversation.

Thanks, Mardi

From: Evan Briggs <evanybriggs@gmail.com>

Sent: Monday, May 21, 2018 9:55 AM

To: Cassie Condon <cassie.condon@hotmail.com>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; ae2newseditor@gmail.com; Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

Cassie and Mardi,

My request was to refrain from posting the election information in this week's newsletter, because it was my understanding that a joint communication between John and Jon would be coming on Tuesday, and I am hoping to avoid further confusion.

I am also very concerned that as Site Council Chair and Vice Chair, Christina and I were deliberately excluded from discussions around elections. The level of dishonesty and dysfunction in this situation has reached such extreme proportions that to further engage on this email thread will only cause further damage.

I await input from our school leadership.

Evan

On Sun, May 20, 2018 at 8:25 PM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Merging communications back onto a single thread again. It's been asked to the newsletter team to remove the blurb explaining elections, and instead keep the following text. I think this will cause even more confusion in the community, as it will raise further questions since it only talks about Open positions. I don't like putting the newsletter team in the position to deal with this back channel directive, which is why I added them here.

Evan, it would be great if you could reply to any of my emails to share your perspective, otherwise I feel we're at a stalemate. If we can't come to agreement in email, I respectfully move for an emergency Site Council meeting to vote on following our bylaws and holding elections.

Proposed text:

We need Site Council Volunteers for next year! There are many different positions available with varying time commitments. Even if you work, there are still jobs for you!

Open positions include:

Treasurer Co-chair

Finance Committee

Hospitality Chair

Annual Appeal Chair

Yearbook Chair

Athletic Skills Night Chair

Harvest Festival Chair

If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanybriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Sunday, May 20, 2018 5:22 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs; ae2newseditor@gmail.com

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hjyoung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

Bringing all communications back on a single thread. Evan, we must avoid back channel communications, as it's a violation of our school handbook's [adult code of conduct](#) (page 5). Attaching the email where it was requested by you to the newsletter team not to publish the election process, and cc'd Helen Joung from the District & Jonathan Gasbar. Please, let's ALL re-familiarize ourselves with the code of conduct, be inclusive, and hopefully we can bring this current situation to an amicable resolution.

+ Helen, Jon & the newsletter team to this email so communications are transparent.

There is clearly disagreement, but bylaws exist exactly to provide guidance when there is disagreement. The community is expressing confusion to the office and staff about how to step up for positions already occupied. As a result, I've been asked as comms chair to communicate the election process, that is outlined in our [Parent Group Bylaws & Standing Rules](#).

It isn't yours, mine, the principals' or the district's place to dictate we won't hold an election when it's clearly detailed as a process to use when more than one person is interested. As you know, we have several folks putting their names in for consideration for the role of Site Council Chair; the attached gets in the way of providing clarity to the community. If we do not follow the established bylaws and rules, it denies due process to the ~1000 Site Council members made of up of staff and parents.

The newsletter team should proceed from this point to publish the election process to bring clarity to the community.

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Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com
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Here is the planned text for Monday's newsletter:

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You received a handout in kid mail ([also available online](#)) outlining the committee positions and current occupants. We are gathering more details (time commitment, things to know, etc) about each position [here](#), but you can also ask the current position holder for info. All positions are open for election; we know of at least one office with multiple volunteers, so an election is planned prior to the June Site Council meeting.

If you would like to hold a position for the 2018-19 school year:

- [Indicate interest](#) - Enter your name next to the office(s) you're interested in, even if there is already another interested person. This is intended as a tool for parents, to facilitate collaboration with other parents. For example, if you are interested in being Committee chair of either the Hospitality or Fundraising Committees, put your name in both. Then you can check back to see if one of them is uncontested, which might be useful in making your final decision.
- By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.

Further details can be found in our [Parent Group Bylaws & Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

The Standing Rules direct we are to conduct an election by the June Site Council meeting. All parents and staff members can vote.

The Comms & District Relations committees are investigating an app called [Election Runner](#) which seems ideal - each voter has a unique "Voter ID" and "Voter Key" and can only vote once. It is ADA accessible; we'll need to ensure a process for paper ballots for those unable to use the online tool.

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As far as I know he still wants Evan and Cassie to communicate a process out to parents regarding participating in SC leadership next year. I do know parents have stopped by his office asking about this and interested in taking on leadership positions. He is expecting this communication to go out from SC leadership. He has already shared what he can of the process in the newsletter and urged parents to get involved.

Hope this helps.

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Subject: Re: Clarification?

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Hi all

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Ginny

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Sent: Friday, May 18, 2018 9:47 AM
Subject: Clarification?
To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>
Cc: BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

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Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

--

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----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>

To: AE2 Newseditor newsletter <ae2newseditor@gmail.com>

Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>

Bcc:

Date: Sun, 20 May 2018 18:58:25 -0700

Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Hi Molly,

Please remove the section under Upcoming Events about 'Elections Coming Soon'.

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thanks,

Evan

Sent from my iPhone

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Thank you!

Molly

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From: "mardib@live.com" <mardib@live.com>

To: "Borgers, LaChrista A" <laborgers@seattleschools.org>, Robin Belz <robinbelz@gmail.com>, "Evan Briggs (Earl)" <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, lissa armato <lissama@gmail.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Miner, John" <jminer@seattleschools.org>, "jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>

Bcc:

Date: Fri, 4 May 2018 19:48:26 +0000

Subject: RE: SC planning mtg

Thanks for the notes LaChrista –

I'm not sure how to bring up a sensitive topic but I'd rather do it here first than have it brought up at site council on Tues evening. There are at least 4 parents that I know of that have expressed a desire to be site council chair next year which means we need to address elections and voting. One thought would be to have a facilitator come to the meeting on Tuesday and facilitate a discussion of what that would look like for our community. Thoughts?

From: Borgers, LaChrista A <laborgers@seattleschools.org>

Sent: Thursday, May 3, 2018 12:22 PM

To: Robin Belz <robinbelz@gmail.com>; Evan Briggs (Earl) <evanybriggs@gmail.com>; Christina Ellis <penellis@gmail.com>; mardibrekke <mardib@live.com>; Cassie Condon <cassie.condon@hotmail.com>; lissa armato <lissama@gmail.com>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Miner, John <jminer@seattleschools.org>

Subject: SC planning mtg

Greetings, Site Council!

Thank you for being flexible about scheduling the planning meeting this morning. I'm attaching the notes I took.

Action items:

- Lissa Armato: manage creation of email distribution lists
- Evan: draft letter to staff, LC will distribute
- Evan: draft letter to community
- Evan and LC: prepare statements for 5/8 Site Council meeting
- Christina: share HIP dates and info
- LC: pitch dates to BLT for retreat

See y'all on Saturday!

LC

 **noname.eml**
15K

Spencer, Cynthia G <cgs Spencer@seattleschools.org>

Tue, May 22, 2018 at 7:22 AM

To: mardibrekke <mardib@live.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>, "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>, "jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>, Satcha Dearborn Graham <satchadear@hotmail.com>, Cassie Condon <cassie.condon@hotmail.com>, Evan Briggs <evanybriggs@gmail.com>

Booked.

Permit 92347 for 5/29; permit 92348 for 5/31 (back up date)

Cindy Spencer

Administrative Secretary

Thornton Creek Elementary

(206) 252-5298

From: mardi brekke [mailto:mardib@live.com]

Sent: Monday, May 21, 2018 7:04 PM

To: Spencer, Cynthia G <cgspencer@seattleschools.org>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; ae2newseditor@gmail.com; Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; tanaka.kaori@gmail.com; Joung, Helen H <hhjoung@seattleschools.org>; jonathan.gasbar@highlineschools.org; Satcha Dearborn Graham <satchadear@hotmail.com>; Cassie Condon <cassie.condon@hotmail.com>; Evan Briggs <evanybriggs@gmail.com>

Subject: RE: Clarification?

Hi Cindy – please book the commons for 5/29 @ 7:00pm for a Site Council Special Meeting. Can you also check on availability of the commons on 5/31 incase consensus cannot be achieved in two hours and we need to have an additional meeting. While I haven't heard from all voting members on their availability, per our bylaws, we have enough voting members asking for a meeting.

Cassie – can you send an email room parents tomorrow notifying them of the meeting?

Site Council Special Meeting

Tuesday, May 29th, 7:00pm

Thornton Creek Commons

Agenda: discuss and come to consensus on details of a site council election process.

Thanks, Mardi

From: Satcha Dearborn Graham <satchadear@hotmail.com>

Sent: Monday, May 21, 2018 12:17 PM

To: Cassie Condon <cassie.condon@hotmail.com>; mardi brekke <mardib@live.com>; Evan Briggs <evanybriggs@gmail.com>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; ae2newseditor@gmail.com; Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; tanaka.kaori@gmail.com; hhjoung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

I can make the 29th.

Satcha

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: Cassie Condon <cassie.condon@hotmail.com>

Date: 5/21/18 10:45 AM (GMT-08:00)

To: mardi brekke <mardib@live.com>, Evan Briggs <evanybriggs@gmail.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, ae2newseditor@gmail.com, "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, satchadear@hotmail.com, amelia.mcgee@gmail.com, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, tanaka.kaori@gmail.com, hhjung@seattleschools.org, jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

I can make the May 29th meeting.

As you know, Site Council is made up of reps from parents and staff, so there is no possible communication from Jon or John that would override our bylaws.

This meeting should continue so we can unify as a Site Council to best support our incoming administrators for the next school year.

From: mardi brekke <mardib@live.com>

Sent: Monday, May 21, 2018 10:02:11 AM

To: Evan Briggs; Cassie Condon

Cc: Bailey, Kristin; Allemann, Virginia; ae2newseditor@gmail.com; Borgers, LaChrista A; Christina Ellis; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: RE: Clarification?

Evan, please confirm that you can be available on 5/29 for a meeting so we can get the notice out to the community.

From: Evan Briggs <evanybriggs@gmail.com>

Sent: Monday, May 21, 2018 9:55 AM

To: Cassie Condon <cassie.condon@hotmail.com>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; ae2newseditor@gmail.com; Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

Cassie and Mardi,

My request was to refrain from posting the election information in this week's newsletter, because it was my understanding that a joint communication between John and Jon would be coming on Tuesday, and I am hoping to avoid further confusion.

I am also very concerned that as Site Council Chair and Vice Chair, Christina and I were deliberately excluded from discussions around elections. The level of dishonesty and dysfunction in this situation has reached such extreme proportions that to further engage on this email thread will only cause further damage.

I await input from our school leadership.

Evan

On Sun, May 20, 2018 at 8:25 PM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Merging communications back onto a single thread again. It's been asked to the newsletter team to remove the blurb explaining elections, and instead keep the following text. I think this will cause even more confusion in the community, as it will raise further questions since it only talks about Open positions. I don't like putting the newsletter team in the position to deal with this back channel directive, which is why I added them here.

Evan, it would be great if you could reply to any of my emails to share your perspective, otherwise I feel we're at a stalemate. If we can't come to agreement in email, I respectfully move for an emergency Site Council meeting to vote on following our bylaws and holding elections.

Proposed text:

We need Site Council Volunteers for next year! There are many different positions available with varying time commitments. Even if you work, there are still jobs for you!

Open positions include:

Treasurer Co-chair

Finance Committee

Hospitality Chair

Annual Appeal Chair

Yearbook Chair

Athletic Skills Night Chair

Harvest Festival Chair

If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanybriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

From: Cassie Condon <cassie.condon@hotmail.com>

Sent: Sunday, May 20, 2018 5:22 PM

To: Bailey, Kristin; Allemann, Virginia; Evan Briggs; ae2newseditor@gmail.com

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hjyoung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

Bringing all communications back on a single thread. Evan, we must avoid back channel communications, as it's a violation of our school handbook's [adult code of conduct](#) (page 5). Attaching the email where it was requested by you to the newsletter team not to publish the election process, and cc'd Helen Joung from the District & Jonathan Gasbar. Please, let's ALL re-familiarize ourselves with the code of conduct, be inclusive, and hopefully we can bring this current situation to an amicable resolution.

+ Helen, Jon & the newsletter team to this email so communications are transparent.

There is clearly disagreement, but bylaws exist exactly to provide guidance when there is disagreement. The community is expressing confusion to the office and staff about how to step up for positions already occupied. As a result, I've been asked as comms chair to communicate the election process, that is outlined in our [Parent Group Bylaws & Standing Rules](#).

It isn't yours, mine, the principals' or the district's place to dictate we won't hold an election when it's clearly detailed as a process to use when more than one person is interested. As you know, we have several folks putting their names in for consideration for the role of Site Council Chair; the attached gets in the way of providing clarity to the community. If we do not follow the established bylaws and rules, it denies due process to the ~1000 Site Council members made of up of staff and parents.

The newsletter team should proceed from this point to publish the election process to bring clarity to the community.

From: Cassie Condon <cassie.condon@hotmail.com>
Sent: Saturday, May 19, 2018 4:49 PM
To: Bailey, Kristin; Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com
Subject: Re: Clarification?

Here is the planned text for Monday's newsletter:

Get involved in Site Council! Holding a Site Council position is a great & fun way to get involved in our school.

You received a handout in kid mail ([also available online](#)) outlining the committee positions and current occupants. We are gathering more details (time commitment, things to know, etc) about each position [here](#), but you can also ask the current position holder for info. All positions are open for election; we know of at least one office with multiple volunteers, so an election is planned prior to the June Site Council meeting.

If you would like to hold a position for the 2018-19 school year:

- [Indicate interest](#) - Enter your name next to the office(s) you're interested in, even if there is already another interested person. This is intended as a tool for parents, to facilitate collaboration with other parents. For example, if you are interested in being Committee chair of either the Hospitality or Fundraising Committees, put your name in both. Then you can check back to see if one of them is uncontested, which might be useful in making your final decision.
- By June 1, email communications@thorntoncreek.org to officially add your name to the ballot.

Further details can be found in our [Parent Group Bylaws & Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

The Standing Rules direct we are to conduct an election by the June Site Council meeting. All parents and staff members can vote.

The Comms & District Relations committees are investigating an app called [Election Runner](#) which seems ideal - each voter has a unique "Voter ID" and "Voter Key" and can only vote once. It is ADA accessible; we'll need to ensure a process for paper ballots for those unable to use the online tool.

From: Bailey, Kristin <klbailey@seattleschools.org>
Sent: Friday, May 18, 2018 4:35 PM
To: Cassie Condon; Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com
Subject: Re: Clarification?

Hi everyone,

I just spoke with John on the phone. He reached out to me from Minneapolis.

As far as I know he still wants Evan and Cassie to communicate a process out to parents regarding participating in SC leadership next year. I do know parents have stopped by his office asking about this and interested in taking on leadership positions. He is expecting this communication to go out from SC leadership. He has already shared what he can of the process in the newsletter and urged parents to get involved.

Hope this helps.

K

From: Cassie Condon <cassie.condon@hotmail.com>
Sent: Friday, May 18, 2018 3:20:11 PM
To: Allemann, Virginia; Evan Briggs

Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; Bailey, Kristin; tanaka.kaori@gmail.com
Subject: Re: Clarification?

Evan, to your question...what I understand falls under my purview is to communicate the process for people to put their names in for positions as outlined in the bylaws, as John asked you and I to do in the email from him yesterday. From that thread, you know my plan was to draft a proposal of how we would handle an election in accordance with our bylaws, and float it back to you, Christina and others. One person has notified the comms alias to put their name in for chair, and assuming you will also run we have at least two people interested. Have you been notified of others?

Unfortunately I was way delayed getting back from a field trip due to some car problems in the group and now have to head off for an anniversary dinner, so I won't get a draft out until tomorrow.

You mentioned John now asked us to hold off any communications until a joint statement from he and Jon comes out Tuesday, could you share more details in the spirit of transparency? He was pretty clear yesterday he wanted something in the newsletter as parents are asking.

Get [Outlook for iOS](#)

From: Allemann, Virginia <vaallemann@seattleschools.org>

Sent: Friday, May 18, 2018 2:15 PM

Subject: Clarification?

To: Evan Briggs <evanybriggs@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>

Cc: Borgers, LaChrista A <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>, <tanaka.kaori@gmail.com>

Hi all

The bylaws indicate the chair positions are all one-year positions. So they are all open for anyone to step up and take on an active role.

Ginny

From: Evan Briggs [mailto:evanybriggs@gmail.com]

Sent: Friday, May 18, 2018 12:38 PM

To: Cassie Condon <cassie.condon@hotmail.com>

Cc: Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <TCBLT@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; Bailey, Kristin <klbailey@seattleschools.org>

Subject: Re: Clarification?

Hi all,

As usual, anyone interested in Site Council can email me or the Chair of the committee for which they're interested in volunteering. Email addresses are easy to find on the Site Council website. We've had lots of open roles this year! I'll be sending out an updated list of open rolls for next year in the newsletter.

Cassie, can you please explain exactly what you mean by "getting a process together" and how that falls under the purview of Comms? Neither Christina nor I have signed off on any new process.

thanks,

Evan

On Fri, May 18, 2018 at 10:39 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Hello all,

I'm at a field trip this morning so short reply, but I'm getting a process together today for distribution in Monday's newsletter. Thanks!

Get [Outlook for iOS](#)

From: Borgers, LaChrista A <laborgers@seattleschools.org>

Sent: Friday, May 18, 2018 9:47 AM

Subject: Clarification?

To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>
Cc: BLT Thornton Creek <tcbt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!

LaChrista (on behalf of TC Staff)

--

www.thegrowingseasonfilm.com

CAUTION: This email originated from outside of the organization. Please don't click links, open attachments, or reply with confidential details unless you are certain you know the sender and are expecting the content.

To stop receiving messages from [BLT Thornton Creek](#) group, [stop following it](#).

CAUTION: This email originated from outside of the organization. Please don't click links, open attachments, or reply with confidential details unless you are certain you know the sender and are expecting the content.

----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>

To: AE2 Newseditor newsletter <ae2newseditor@gmail.com>

Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>

Bcc:

Date: Sun, 20 May 2018 18:58:25 -0700

Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Hi Molly,

Please remove the section under Upcoming Events about 'Elections Coming Soon'.

The section under From the Parent Group, from Site Council, can stay.

thanks,

Evan

Sent from my iPhone

On May 20, 2018, at 4:06 PM, AE2 Newseditor newsletter <ae2newseditor@gmail.com> wrote:

Hi Evan, I see 2 articles below; to clarify, hold on the 1st, but not the 2nd - correct?

Thank you!

Molly

Sent from my iPhone

On May 20, 2018, at 11:16 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Dear Newsletter team,

Christina and I, as current Site Council Chair and Vice Chair, do not authorize the publishing of election information in this week's newsletter or anywhere else until John Miner and Jon Gasbar have provided a joint communication on the topic, which is due to happen on Tuesday. Please remove this section from the newsletter.

thank you,

Evan

On Sat, May 19, 2018 at 9:47 PM, AEII Newsletter <ae2newseditor@gmail.com> wrote:

Here is the final draft.

image002.jpg
1K

image003.jpg
1K

image004.jpg
1K

image005.jpg
1K

Evan Briggs <evanybriggs@gmail.com>

Tue, May 22, 2018 at 8:16 AM

To: mardi brekke <mardib@live.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaallemann@seattleschools.org>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>, "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "hhjoung@seattleschools.org" <hhjoung@seattleschools.org>, "Jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>

Mardi,

I made it clear in my last email that I would not be further engaging in this thread. The fact that you persist in addressing me is harassment. Please stop.

On Mon, May 21, 2018 at 7:55 PM, mardi brekke <mardib@live.com> wrote:

Evan – I feel the need to address the false narrative that you have been excluded from discussions around elections. I'm attaching an email that I sent to you and the other chairs around the need to discuss elections since we have had more than one parent express the desire to run for site council chair. let's all get in a room together next Tuesday and continue the conversation.

Thanks, Mardi

From: Evan Briggs <evanybriggs@gmail.com>

Sent: Monday, May 21, 2018 9:55 AM

To: Cassie Condon <cassie.condon@hotmail.com>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; ae2newseditor@gmail.com; Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; tanaka.kaori@gmail.com; hhjoung@seattleschools.org; jonathan.gasbar@highlineschools.org

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Proposed text:

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Open positions include:

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Finance Committee

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Yearbook Chair

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Harvest Festival Chair

If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanybriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

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Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org

Subject: Re: Clarification?

Bringing all communications back on a single thread. Evan, we must avoid back channel communications, as it's a violation of our school handbook's [adult code of conduct](#) (page 5). Attaching the email where it was requested by you to the newsletter team not to publish the election process, and cc'd Helen Joung from the District & Jonathan Gasbar. Please, let's ALL re-familiarize ourselves with the code of conduct, be inclusive, and hopefully we can bring this current situation to an amicable resolution.

+ Helen, Jon & the newsletter team to this email so communications are transparent.

There is clearly disagreement, but bylaws exist exactly to provide guidance when there is disagreement. The community is expressing confusion to the office and staff about how to step up for positions already occupied. As a result, I've been asked as comms chair to communicate the election process, that is outlined in our [Parent Group Bylaws & Standing Rules](#).

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To: Bailey, Kristin; Allemann, Virginia; Evan Briggs
Cc: Borgers, LaChrista A; Christina Ellis; mardi brekke; Robin Belz; lissa armato; Piper Carling; Jay Gilvydis; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin; BLT Thornton Creek; Miner, John; tanaka.kaori@gmail.com
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If you would like to hold a position for the 2018-19 school year:

- **Indicate interest** - Enter your name next to the office(s) you're interested in, even if there is already another interested person. This is intended as a tool for parents, to facilitate collaboration with other parents. For example, if you are interested in being Committee chair of either the Hospitality or Fundraising Committees, put your name in both. Then you can check back to see if one of them is uncontested, which might be useful in making your final decision.
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Further details can be found in our [Parent Group Bylaws & Standing Rules](#).

Here is an update on how we would conduct our election. This isn't for the newsletter for this week, but for review by those who have been through elections in the past.

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sending out an updated list of open rolls for next year in the newsletter.

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thanks,

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Sent: Friday, May 18, 2018 9:47 AM

Subject: Clarification?

To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, <satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>
Cc: BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

--

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To stop receiving messages from [BLT Thornton Creek](#) group, [stop following it](#).

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----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>
To: AE2 Newseditor newsletter <ae2newseditor@gmail.com>
Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>
Bcc:
Date: Sun, 20 May 2018 18:58:25 -0700
Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Hi Molly,

Please remove the section under Upcoming Events about 'Elections Coming Soon'.

The section under From the Parent Group, from Site Council, can stay.

thanks,

Evan

Sent from my iPhone

On May 20, 2018, at 4:06 PM, AE2 Newseditor newsletter <ae2newseditor@gmail.com> wrote:

Hi Evan, I see 2 articles below; to clarify, hold on the 1st, but not the 2nd - correct?

Thank you!

Molly

Sent from my iPhone

On May 20, 2018, at 11:16 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Dear Newsletter team,

Christina and I, as current Site Council Chair and Vice Chair, do not authorize the publishing of election information in this week's newsletter or anywhere else until John Miner and Jon Gasbar have provided a joint communication on the topic, which is due to happen on Tuesday. Please remove this section from the newsletter.

thank you,

Evan

Wednesday, June 6

- Jazz Band, Vocal Jazz and Drumline in the Nathan Hale Performing Arts Center (PAC). Bake sale and banh mi, suggested donation

Final Orchestra and Band concert

Wednesday, June 13

- Concert Orchestra, Wind Ensemble and Chamber Orchestra in the Nathan Hale PAC. Bake sale and banh mi, suggested donation

More information: <https://www.facebook.com/nathanhalemusicdept/>

Parenting Chronic Illness

A support group for parents of kids at any age living with ongoing health challenges, 2nd Thursday of each month, 5:30-6:30 p.m., meets at Northeast Seattle Together (NEST). [Learn more about the Parenting Chronic Illness Support Group here.](#)



7712 40th Ave NE
Seattle, WA 98115

TEL: 206-252-5300
FAX: 206-252-5301

Thornton Creek School, [7711 43rd](#)

...

[Message clipped]

www.thegrowingseasonfilm.com

----- Forwarded message -----

From: "mardib@live.com" <mardib@live.com>

To: "Borgers, LaChrista A" <laborgers@seattleschools.org>, Robin Belz <robinbelz@gmail.com>, "Evan Briggs (Earl)" <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, lissa armato <lissama@gmail.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Miner, John" <jminer@seattleschools.org>, "Jonathan Gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>

Bcc:

Date: Fri, 4 May 2018 19:48:26 +0000

Subject: RE: SC planning mtg

Thanks for the notes LaChrista –

I'm not sure how to bring up a sensitive topic but I'd rather do it here first than have it brought up at site council on Tues evening. There are at least 4 parents that I know of that have expressed a desire to be site council chair next year which means we need to address elections and voting. One thought would be to have a facilitator come to the meeting on Tuesday and facilitate a discussion of what that would look like for our community. Thoughts?

From: Borgers, LaChrista A <laborgers@seattleschools.org>

Sent: Thursday, May 3, 2018 12:22 PM

To: Robin Belz <robinbelz@gmail.com>; Evan Briggs (Earl) <evanybriggs@gmail.com>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Cassie Condon <cassie.condon@hotmail.com>; lissa armato <lissama@gmail.com>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Miner, John <jminer@seattleschools.org>

Subject: SC planning mtg

Greetings, Site Council!

Thank you for being flexible about scheduling the planning meeting this morning. I'm attaching the notes I took.

Action items:

- Lissa Armato: manage creation of email distribution lists
- Evan: draft letter to staff, LC will distribute
- Evan: draft letter to community
- Evan and LC: prepare statements for 5/8 Site Council meeting
- Christina: share HIP dates and info
- LC: pitch dates to BLT for retreat

See y'all on Saturday!

LC

--
www.thegrowingseasonfilm.com

Jay Mas Gilvydis <supermas@gmail.com>

Wed, May 23, 2018 at 9:09 PM

To: Aileen <aileenmariemurphy@hotmail.com>, Vincent Célié <vincentcelie@hotmail.com>

----- Forwarded message -----

From: **Evan Briggs** <evanybriggs@gmail.com>

Date: Tue, May 22, 2018 at 8:16 AM

Subject: Re: Clarification?

To: mardi brekke <mardib@live.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Allemann, Virginia" <vaAllemann@seattleschools.org>, "ae2newseditor@gmail.com" <ae2newseditor@gmail.com>, "Borgers, LaChrista A" <laborgers@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>, "satchadear@hotmail.com" <satchadear@hotmail.com>, "amelia.mcgee@gmail.com" <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, BLT Thornton Creek <tblt@seattleschools.onmicrosoft.com>, "Miner, John" <jminer@seattleschools.org>, "tanaka.kaori@gmail.com" <tanaka.kaori@gmail.com>, "hhjung@seattleschools.org" <hhjung@seattleschools.org>, "jonathan.gasbar@highlineschools.org" <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>

Mardi,

I made it clear in my last email that I would not be further engaging in this thread. The fact that you persist in addressing me is harassment. Please stop.

On Mon, May 21, 2018 at 7:55 PM, mardi brekke <mardib@live.com> wrote:

Evan – I feel the need to address the false narrative that you have been excluded from discussions around elections. I'm attaching an email that I sent to you and the other chairs around the need to discuss elections since we have had more than one parent express the desire to run for site council chair. let's all get in a room together next Tuesday and continue the conversation.

Thanks, Mardi

From: Evan Briggs <evanybriggs@gmail.com>
Sent: Monday, May 21, 2018 9:55 AM
To: Cassie Condon <cassie.condon@hotmail.com>
Cc: Bailey, Kristin <klbailey@seattleschools.org>; Allemann, Virginia <vaallemann@seattleschools.org>; ae2newseditor@gmail.com; Borgers, LaChrista A <laborgers@seattleschools.org>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Robin Belz <robinbelz@gmail.com>; lissa armato <lissama@gmail.com>; Piper Carling <piperclay@gmail.com>; Jay Gilvydis <supermas@gmail.com>; satchadear@hotmail.com; amelia.mcgee@gmail.com; Julie Shin <julieoshin@gmail.com>; BLT Thornton Creek <tcblt@seattleschools.onmicrosoft.com>; Miner, John <jminer@seattleschools.org>; tanaka.kaori@gmail.com; hhjung@seattleschools.org; jonathan.gasbar@highlineschools.org
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Cassie and Mardi,

My request was to refrain from posting the election information in this week's newsletter, because it was my understanding that a joint communication between John and Jon would be coming on Tuesday, and I am hoping to avoid further confusion.

I am also very concerned that as Site Council Chair and Vice Chair, Christina and I were deliberately excluded from discussions around elections. The level of dishonesty and dysfunction in this situation has reached such extreme proportions that to further engage on this email thread will only cause further damage.

I await input from our school leadership.

Evan

On Sun, May 20, 2018 at 8:25 PM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Merging communications back onto a single thread again. It's been asked to the newsletter team to remove the blurb explaining elections, and instead keep the following text. I think this will cause even more confusion in the community, as it will raise further questions since it only talks about Open positions. I don't like putting the newsletter team in the position to deal with this back channel directive, which is why I added them here.

Evan, it would be great if you could reply to any of my emails to share your perspective, otherwise I feel we're at a stalemate. If we can't come to agreement in email, I respectfully move for an emergency Site Council meeting to vote on following our bylaws and holding elections.

Proposed text:

We need Site Council Volunteers for next year! There are many different positions available with varying time commitments. Even if you work, there are still jobs for you!

Open positions include:

Treasurer Co-chair

Finance Committee

Hospitality Chair

Annual Appeal Chair

Yearbook Chair

Athletic Skills Night Chair

Harvest Festival Chair

If you don't want to chair a committee, you can still volunteer! For a complete list of Site Council committees, see the Site Council website.

Questions? Email Site Council Chair, Evan Briggs evanybriggs@gmail.com or thorntoncreekvolunteer@gmail.com!

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I'm at a field trip this morning so short reply, but I'm getting a process together today for distribution in Monday's newsletter. Thanks!

Get [Outlook for iOS](#)

From: Borgers, LaChrista A <laborgers@seattleschools.org>

Sent: Friday, May 18, 2018 9:47 AM

Subject: Clarification?

To: Evan Briggs (Earl) <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, mardi brekke <mardib@live.com>, Robin Belz <robinbelz@gmail.com>, lissa armato <lissama@gmail.com>, Piper Carling <piperclay@gmail.com>, Jay Gilvydis <supermas@gmail.com>,

<satchadear@hotmail.com>, <amelia.mcgee@gmail.com>, Julie Shin <julieoshin@gmail.com>, <brooks.kt@gmail.com>
Cc: BLT Thornton Creek <tcbt@seattleschools.onmicrosoft.com>, Miner, John <jminer@seattleschools.org>, Bailey, Kristin <klbailey@seattleschools.org>

Good Morning, Site Council!

I am reaching out on behalf of all TC staff this morning. Teachers are receiving lots of questions from parents about how they can get involved in Site Council next year and how to volunteer for various roles/committees. Can you please clarify for the parent community what the process is or whom they should contact?

Thanks for your support during end-of-year chaos!
LaChrista (on behalf of TC Staff)

--

www.thegrowingseasonfilm.com

CAUTION: This email originated from outside of the organization. Please don't click links, open attachments, or reply with confidential details unless you are certain you know the sender and are expecting the content.

To stop receiving messages from [BLT Thornton Creek](#) group, [stop following it](#).

CAUTION: This email originated from outside of the organization. Please don't click links, open attachments, or reply with confidential details unless you are certain you know the sender and are expecting the content.

----- Forwarded message -----

From: Evan Briggs <evanybriggs@gmail.com>

To: AE2 Newseditor newsletter <ae2newseditor@gmail.com>

Cc: John Miner <jminer@seattleschools.org>, Christina Ellis <penellis@gmail.com>, Jonathan Gasbar <jonathan.gasbar@highlineschools.org>, Cassie Condon <cassie.condon@hotmail.com>, "Joung, Helen H" <hhjoung@seattleschools.org>

Bcc:

Date: Sun, 20 May 2018 18:58:25 -0700
Subject: Re: final DRAFT News from Thornton Creek School - May 21, 2018

Hi Molly,

Please remove the section under Upcoming Events about 'Elections Coming Soon'.

The section under From the Parent Group, from Site Council, can stay.

thanks,

Evan

Sent from my iPhone

On May 20, 2018, at 4:06 PM, AE2 Newseditor newsletter <ae2newseditor@gmail.com> wrote:

Hi Evan, I see 2 articles below; to clarify, hold on the 1st, but not the 2nd - correct?

Thank you!

Molly

Sent from my iPhone

On May 20, 2018, at 11:16 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Dear Newsletter team,

Christina and I, as current Site Council Chair and Vice Chair, do not authorize the publishing of election information in this week's newsletter or anywhere else until John Miner and Jon Gasbar have provided a joint communication on the topic, which is due to happen on Tuesday. Please remove this section from the newsletter.

thank you,

Evan

On Sat, May 19, 2018 at 9:47 PM, AEII Newsletter <ae2newseditor@gmail.com> wrote:

Here is the final draft.

----- Forwarded message -----
From: **Thornton Creek School** <ae2newseditor@gmail.com>
Date: Sat, May 19, 2018 at 9:46 PM
Subject: DRAFT News from Thornton Creek School - May 21, 2018
To: ae2newseditor@gmail.com



New this Week

School Hours: 7:55am - 2:25pm
Wednesdays: 7:55am - 1:10pm
Main Office: 252.5300
Attendance: 252.5304
thorntoncreek.attendance@seattleschools.org

Issue: #30

May 21, 2018

This Week:

Monday, May 21: Meet the Principal - K/PreK families
Thursday, May 24: Family Dance Party

Next Week:

Monday, May 28: No School - Memorial Day

From the Office

In This Issue

- From the Office
- Elections coming soon!
- Meet the Principal
- Family Dance Night
- Bike Updates

...

[Message clipped]

--

www.thegrowingseasonfilm.com

----- Forwarded message -----

From: "mardib@live.com" <mardib@live.com>

To: "Borgers, LaChrista A" <laborgers@seattleschools.org>, Robin Belz <robinbelz@gmail.com>, "Evan Briggs (Earl)" <evanybriggs@gmail.com>, Christina Ellis <penellis@gmail.com>, Cassie Condon <cassie.condon@hotmail.com>, lissa armato <lissama@gmail.com>

Cc: "Bailey, Kristin" <klbailey@seattleschools.org>, "Miner, John" <jminer@seattleschools.org>, "Jonathan Gasbar" <jonathan.gasbar@highlineschools.org>

Bcc:

Date: Fri, 4 May 2018 19:48:26 +0000

Subject: RE: SC planning mtg

Thanks for the notes LaChrista –

I'm not sure how to bring up a sensitive topic but I'd rather do it here first than have it brought up at site council on Tues evening. There are at least 4 parents that I know of that have expressed a desire to be site council chair next year which means we need to address elections and voting. One thought would be to have a facilitator come to the meeting on Tuesday and facilitate a discussion of what that would look like for our community. Thoughts?

From: Borgers, LaChrista A <laborgers@seattleschools.org>
Sent: Thursday, May 3, 2018 12:22 PM**To:** Robin Belz <robinbelz@gmail.com>; Evan Briggs (Earl) <evanybriggs@gmail.com>; Christina Ellis <penellis@gmail.com>; mardib <mardib@live.com>; Cassie Condon <cassie.condon@hotmail.com>; lissa armato <lissama@gmail.com>**Cc:** Bailey, Kristin <klbailey@seattleschools.org>; Miner, John <jminer@seattleschools.org>**Subject:** SC planning mtg

Greetings, Site Council!

Thank you for being flexible about scheduling the planning meeting this morning. I'm attaching the notes I took.

Action items:

- Lissa Armato: manage creation of email distribution lists
- Evan: draft letter to staff, LC will distribute
- Evan: draft letter to community
- Evan and LC: prepare statements for 5/8 Site Council meeting
- Christina: share HIP dates and info
- LC: pitch dates to BLT for retreat

See y'all on Saturday!

LC


Appendix E: E and C Statement

Our vision for Thornton Creek is that it is a truly welcoming place for each and every child and family that walks through its doors, a place where everyone- especially the most marginalized among us- feels their voice has been heard, their needs met and their feelings respected. All of the decisions we've made while in these roles have been guided by this mandate. We have acted with integrity and according to our consciences- and we will never stop doing this work.

The unfolding of recent events leaves us feeling unwelcome in the community we showed up to support, the many hours of work we've poured into this job so easily discounted. We are deeply concerned about the precedent this sets for all future parent volunteers. Instead of the support we could have used throughout the year, as we have both juggled jobs and family along with the significant demands of running Site Council during an especially tumultuous year, we feel we are being driven away. This goes against everything Thornton Creek is supposed to stand for, and everything we teach our children about the importance of cooperation. We know there are many of you in the community who share our concerns.

For these reasons, we cannot in good conscious continue to preside over this meeting, and recuse ourselves from any further discussion surrounding elections.

Appendices F, G, H, follow: FERPA redacted email requests

From: Stacy Earlywine stacylynn12@yahoo.com 
Subject: Re: follow up
Date: April 24, 2018 at 10:56 AM
To: Evan Briggs evanybriggs@gmail.com
Cc: Christina Ellis penellis@gmail.com

SE

Evan,
This is what I communicated to folks:

"Starosky was explicit in his message that in no uncertain terms would Kristin be our principal and if we (parents, I guess) continue to go down that path that our school would be deemed a hostile environment for Jonathan and they would pull him out and install someone else."

This was taken very specifically from our conversation. Anyone who is calling this a threat is perceiving that on their own.

As we discussed, I need to remove myself from the middle of this. Nothing good is coming from me being the go between. I know you wonder why teachers are coming to me but they are wondering why you are coming to me with this and not to them. This has to stop.

I'm bcc'ing the teachers who have been representing the staff and I need you all to communicate with each other. I am consciously bcc'ing so that anyone who feels concerned for their job can avoid this conversation. They will see this thread and hopefully respond to my plea to sit down with you and communicate!!!

I've got to run.
Stacy

Stacy Earlywine
www.lustingforwander.wordpress.com

On Apr 24, 2018, at 9:01 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Hi Stacy,

I appreciate the follow up and I think we need to be really clear about what was and wasn't said. **At no point did Starosky threaten anyone.** He said nothing about preventing parents from expressing concerns/feedback about the actual process. Folks are more than welcome to share their thoughts about that and absolutely have that right. There is a lot of talk about this being about the process and not specifically about Jonathan, but then the conversation keeps returning to Jonathan himself and the desire to overturn the appointment. I heard one parent at the meeting Sunday night (and also a Fb comment to the same effect) suggest that continuing to inundate the Superintendent's office with demands to overturn the appointment and install Kristin might succeed, and I felt it important to convey that this is not the case.

Starosky was clear that under no circumstances would Kristin be principal of our school, and that if Nyland felt the resistance to this was persistent enough, it would create an environment in which our incoming principal would not be set up to succeed- in which case he would be forced to appoint someone else. **It was not issued as a threat, just as a cause/effect reality.**

My intent in communicating this information to you was so that the parents who seem most determined to reverse the principal appointment could know and understand that those efforts will not be successful, and that their energies would be better directed toward addressing their concerns with the process itself (i.e. advocating for consistency in hiring processes across the district, etc) and working with other CASs to strengthen our collective voices within the District.

It is barely 8 am and I've already gotten wind of a new rumor circulating that Starosky is threatening us. This is simply not true, and it's quite unfortunate that that is what's being communicated. As I said on the phone yesterday, the unrelenting paranoia about the district's ill intent toward us feels extremely toxic. As part of the district, it's impossible for me to see how fomenting an adversarial relationship there will ever work out well for us.

Starosky will be sending out a letter to our community either today or tomorrow addressing the concerns that have been voiced. Please feel free to direct anyone with further questions to me. We need to be working with actual information, and not fear-based speculation.

thanks,
Evan

On Mon, Apr 23, 2018 at 9:42 PM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

Hi,

I'm following up from our conversation. I don't want to feel like, or have you feel like anything is going on behind your back so I'm letting you know what I have done with the info you gave me. I have let a group of folks (those of us involved in putting together the agenda for last night's meeting including Mardi and Cassie) know about the message from Starosky.

Will you please confirm that this is what he said?

Starosky was explicit in his message that in no uncertain terms would Kristin be our principal and if we (parents, I guess) continue to go down that path that our school would be deemed a hostile environment for Jonathan and they would pull him out and install someone else.

I have also let some teachers know and asked for their guidance. I reiterated my desire for a conversation to happen between you and them. (and Christina too?)


I've asked if anyone from the parent group could try and talk to John and get his guidance. I understand that he has been called downtown tomorrow.

This move by Starosky sure seems like intimidation and threats. As I mentioned, even the most upset parents have voiced that they will welcome Jonathan if and when he comes to our school and that this is not about them. He's basically threatening parents who are questioning an unusual process - something that seems well within our rights.

That's it for now.
Stacy

Stacy Earlywine
www.lustingforwander.wordpress.com

--
www.thegrowingseasonfilm.com

From: Cathy Reidy Liermann cathyreidyliermann@gmail.com 
Subject: Re: HEY ONE THING...
Date: April 18, 2018 at 5:42 PM
To: Lisa Calvert <RCW.42.56.230(3)@outlook.com>
Cc: Virginia Allemann <RCW.42.56.230(3)@gmail.com>, anna@sunshineslowdown.com, Stacy Earlywine stacy.earlywine@gmail.com



Last thing I want is to land anyone in trouble! Lisa - let me know (offline if you prefer) what was risky content.

In total support of our teachers,
C

On Wed, Apr 18, 2018, 5:35 PM Lisa Calvert <RCW.42.56.230(3)@outlook.com> wrote:

Reading the fb thread

Please, please refrain from saying anything about what you think happened inside of the interview room. That is the part that can land us in deep **##@ because it is supposed to be totally confidential. There were problems with lots of things about the discussion, not with the interviewing so much, but we can't describe those. I guess we've been hinting, But we can't even say which candidates we put forward, though you can obviously infer that from Kristin not knowing for a couple weeks after what was happening. We've got plenty of stuff to use from before and after the actual interview.

Lisa

From: Ginny Allemann <RCW.42.56.230(3)@gmail.com>
Sent: Wednesday, April 18, 2018 6:09 AM
To: Lisa Calvert
Cc: anna@sunshineslowdown.com
Subject: Re: Principal hiring process: notes on next steps

Just to clarify. I do not know what Greenwood's process was.

On Apr 17, 2018, at 11:43 PM, Lisa Calvert <RCW.42.56.230(3)@outlook.com> wrote:

sounds right to me. I'll pass along to some.

From: Anna Marshall (anna@sunshineslowdown.com) <annamarshall71@gmail.com>
Sent: Tuesday, April 17, 2018 10:53 PM
To: Lisa Calvert
Subject: Fwd: Principal hiring process: notes on next steps

FYI. Was careful about what I wrote down and decided to leave staff off.

----- Forwarded message -----

From: Anna Marshall (anna@sunshineslowdown.com) <annamarshall71@gmail.com>
Date: Tue, Apr 17, 2018 at 10:51 PM
Subject: Principal hiring process: notes on next steps
To: Catherine Reidy Liermann <cathyrl@uw.edu>, Stacy Earlywine <stacylynn12@yahoo.com>, Cassie Condon <cassie.condon@hotmail.com>, Roger Taylor <taylor.roger66@gmail.com>, Anna Farr <anna@odd-dog.com>, Amelia McGee <amelia.mcgee@gmail.com>

Hi all,

I made some notes for myself, to help me clarify next steps. I am sure someone took better notes, but here are mine just in case they are helpful. Thanks! -- Anna

Next steps:

1. Continue to strengthen and document the core components of Thornton Creek's program, including expeditionary learning, responsive classroom, and shared governance. We want to have our house in order so that we can show the new person, unequivocally, "here's how we do things."
2. Question the hiring process. We have reason to believe that district policies weren't followed and that other schools who are hiring principals had different and more opportunities to participate. When policies aren't followed, trust breaks down. We start to question why. We will collect the evidence about district policies, particularly for creative approach schools, and about the hiring process Bryant and Greenwood schools experienced. Then we will ask our District Relations Committee to reach out to the appropriate people at the district and, possibly, Jill Geary. We were going to ask Cassie from Communications to help gather folks, I think. Roger is also collecting information.
3. Request the new principal be trained in expeditionary learning and responsive classroom before he starts. The district chose a person who lacks experience in these critical areas. We need him to be trained.
4. Separate from these efforts to restore trust and get our needs met, we will plan to welcome our new principal into our community.
5. Separate from the parent-led effort, the staff on the interview committee are seeking a meeting with Mike (the supervisor of our ED) to discuss the process and their treatment during it.

Does that sound right?

I took some additional notes, for what they are worth. I am tired. Please overlook nonsense.

****additional notes about parent feelings****

The process was very quick and did not feel respectful. We did not have enough opportunity to provide input.

Hire is 31 years old (at most), no real teaching experience, inexperienced principal.

Messaging from the district felt like they didn't choose him for us.

New hire means he will be a "provisional hire" and will be scrutinized by and very beholden to the district. Are they trying to water down our program? Why?

****more notes****

board policy 54.00 violated re community involvement in hiring.

Bryant, Greenwood had different processes. Try to get communications and timeline from them.

From: Ginny Allemann [RCW 42.56.230(3)]gmail.com
Subject: Fwd: Learn Bryant's Next Steps at Wednesday's Community Meeting
Date: April 20, 2018 at 6:27 PM
To: stacy.earlywine@gmail.com, cathyreidyliermann@gmail.com, Mardi Brekke mardib@live.com, [RCW 42.56.230(3)]outlook.com, Lissa Armato lissama@gmail.com, [RCW 42.56.230(3)]gmail.com



Ginny Allemann
[RCW 42.56.230(3)]

Begin forwarded message:

There's a link to the letter embedded in announcement below.

Sent from my iPhone

----- Forwarded message -----
From: Bryant Elementary PTSA <bryantweekly@gmail.com>
Date: Mon, Feb 5, 2018 at 4:43 PM
Subject: Learn Bryant's Next Steps at Wednesday's Community Meeting
To:

"At Bryant Elementary, we take care of ourselves, we take care of each other, and we take care of our school"

Learn Bryant's Next Steps at Wednesday's Community Meeting

Dear Bryant Community,

You should have just received Principal Dan Sanger's announcement that he will be retiring at the end of the school year. We would like to thank Principal Sanger for his conscientious leadership at Bryant.

Community Meeting with Kim Whitworth Wednesday, February 7 6:45 p.m. in the Bryant Library

Kim Whitworth, our SPS Executive Director, will be overseeing the process of filling our open Principal position, and will be at Bryant on Wednesday night to outline the process for hiring a new principal. She will discuss when and how families can be involved in the process. We will continue to share the process with the rest of the community, and will share your feedback with the district.

While we realize that there's not much notice for Wednesday's community meeting, Bryant PTSA encourages everyone attend. This will not be the only opportunity to be involved, but it will be a good time to get an overview of the process to come.

You can also read the [attached letter](#) from the the Assistant Superintendent of Human Resources with details about hiring a principal. Kim Whitworth has also provided an [inout form](#) for the community to fill out.

Sincerely,
Bryant PTSA

STAY CONNECTED: Follow the Bryant PTSA on Facebook!



Bryant Elementary PTSA, [3311 NE 60th Street, Seattle, WA 98115](#)

[SafeUnsubscribe™ brenta100@gmail.com](#)

[Forward this email](#) | [Update Profile](#) | [About our service provider](#)

Sent by [bryantweekly@gmail.com](#) in collaboration with



Try it free today

From: Anna Marshall (anna@sunshineslowdown.com) annamarshall71@gmail.com 

Subject: Re: Need input ASAP

Date: April 22, 2018 at 3:27 PM

To: mardi brekke mardib@live.com

Cc: Lisa Calvert <RCW 42.56.230(3)outlook.com>, Stacy Earlywine stacylynn12@yahoo.com, LaChrista Borgers <RCW 42.56.230(3)gmail.com>, Ginny Allemann <RCW 42.56.230(3)comcast.net>, Cassie Condon cassie.condon@hotmail.com, Cathy Reidy Liermann cathyreidylieermann@gmail.com

AM

Oh. I think Lisa meant that that, being new to the district, the hire would be subject to increased evaluation, kind of like a "trial period."

On Sun, Apr 22, 2018 at 3:01 PM, mardi brekke <mardib@live.com> wrote:

One additional question -

I think I misunderstood what a "provisional" hire is. I thought it was someone who would be hired on a temporary basis – but now after searching the sps website – I think it's someone that doesn't have the required credentials so they are being hired with the understanding that they will complete the credentials within a certain timeframe. Does anyone know for sure?

From: Lisa Calvert <RCW 42.56.230(3)outlook.com>

Sent: Sunday, April 22, 2018 2:25 PM

To: Lisa Calvert <RCW 42.56.230(3)outlook.com>; Stacy Earlywine <stacylynn12@yahoo.com>; LaChrista Borgers <RCW 42.56.230(3)gmail.com>; Ginny Allemann <RCW 42.56.230(3)comcast.net>; Mardi Brekke <mardib@live.com>; Anna Marshall <anna@sunshineslowdown.com>; Cassie Condon <cassie.condon@hotmail.com>; Cathy Reidy Liermann <cathyreidylieermann@gmail.com>

Subject: Re: Need input ASAP

Again after further conversations -

-Helen has not spent more than 50 minutes at TC. She does not know the school. She did not do a walk through.

At Greenwood, the E.D. spent a day at Greenwood getting to know the school. He held a parent (and student!) meeting to discuss leadership needs, and met with staff. He made sure he really knew the community.

At Bryant, they were allowed to contribute questions to the process. Am trying to get more info on bryant process.

Based on evidence from SSD right now and Helen's history and line of questioning in particular, first way she is likely to push TC is for us to do the new CCC language arts curriculum with fidelity. This is being pushed back against district wide because - if you did it daily as it is written - it lacks rigor and is dull and repetitive. If we are forced to teach it with fidelity, all on the same lesson on the same day, we cannot continue to do expeditions. It would be impossible.

We also need administrative support to continue to waive the district's math curriculum. We arrived where we are now after extensive research, discussion, and lining up curriculum with our beliefs and with standards.

Per creative approach, we should be able to choose alternative curriculum. However, it requires an administrators support for evaluative and financial reasons. Having someone make us toe the district line is a real threat to the program.

Lisa

From: Lisa Calvert <RCW 42.56.230(3)@outlook.com>
Sent: Sunday, April 22, 2018 1:45 PM
To: Stacy Earlywine; LaChrista Borgers; Ginny Allemann; Mardi Brekke; Anna Marshall; Cassie Condon; Cathy Reidy Liermann
Subject: Re: Need input ASAP

Just want to make sure to keep attention on this letter, not only the missing parts, compared to Bryant, and 54.00, but the parts that are there. See highlights. I would think one would infer that any candidate put forward from interviews would need to be a better fit then the one that could have been promoted.

rom: Seattle Public Schools <eds@seattleschools.org>
Sent: Friday, March 9, 2018 6:05 PM
To: Calvert, Lisa
Subject: Thornton Creek leadership hiring process

Dear Thornton Creek Community,

Looking forward, we are beginning the process of selecting the next principal for Thornton Creek Elementary for the 2018 – 2019 school year. The principal selection process is a great opportunity for the whole community to revisit priorities, values and hopes as they participate in the selection of a new principal. This letter articulates Seattle Public Schools' hiring process for principals as well as the specific timeline for your school's hiring process.

The Seattle Public Schools Principal Hiring Process

The following are the guidelines Seattle Public Schools uses when hiring for a principal:

- The Superintendent has hiring authority at all times and may appoint or move a principal (or assistant principal) at any time.
- Per the Principals' Association Collective Bargaining Agreement, we consider the interest of principals and assistant principals for horizontal or vertical movement. The Chief of Schools reviews the requests and can make recommendations to the Superintendent if the person is a strong fit for the school.

Recommendations to the Superintendent in the person to a strong hire for the school.

- If the Superintendent does not make an appointment or approve a transfer, Human Resources posts the position to candidates in our principal leadership pool. Internal and external applicants apply to be in the principal pool starting in January. From there, the school's Executive Director of Schools works with the school's Building Leadership Team (BLT) to form a hiring team that screens applications, interviews candidates and recommends their top 2-3 candidates to the superintendent. The superintendent then makes the final decision. Hiring teams typically consist of the following:
 - **Elementary School** – one primary teacher, one secondary teacher, two parents, one specialist (SPED, ELL, PE, Art, etc.), the administrative secretary or a classified representative, 1-2 school or central office administrators, and one to two executive directors. The total would be 9-10 members on the team.
 - **Secondary School** – three core instruction teachers (or two core teachers and one specialist), three parents/guardians or community representatives, the administrative secretary or a classified representative, one instructional assistant, 1-2 school or central office administrators, and 1-2 executive directors. The total would be 11 or 12 members on a team.
- There are times where the Superintendent will recommend a candidate be hired with an "interim" status. This usually takes place when a position has not filled by a specific date, usually in mid to late August, or a position comes open after the student school year has started.

The Timeline for Hiring a Principal for Thornton Creek Elementary

We are moving to open hiring for Thornton Creek Elementary. The following is the approximate timeline:

- **Mid-February:** We will post the principal position for applicants who have been screened into the SPS principal pool.
- **Late February/ Early March:** Helen Joung, Executive Director of Schools, will work with the staff and community to determine desired characteristics of the new principal.
- **Early March:** Helen will work with the Building Leadership Team (BLT) to form a formal interview team made up of staff and families.
- **Mid-March:** The interview team will select candidates to interview, interview those candidates and then select 2-3 finalists. The superintendent will interview the finalists, make the final decision and announce the new principal to the community.

We are looking for parents who are interested in serving on the interview team who represent the diversity of our school community. If you are interested in being considered for the interview team, please contact **Alex Taylor** at abtaylor@seattleschools.org who will share your names with the Building Leadership Team.

Sincerely,

Mike Starosky, Ed.D.

Chief of Schools, Assistant Superintendent



From: Virginia Allemann [RCW 42.56.230(3)]comcast.net

Subject: Re: new site council leadership

Date: April 25, 2018 at 6:38 PM

To: Stacy Earlywine stacy.earlywine@gmail.com

Cc: Lisa Calvert [RCW 42.56.230(3)]outlook.com, LaChrista Borgers [RCW 42.56.230(3)]gmail.com, Mark Fung [RCW 42.56.230(3)]hotmail.com, Maria Callahan [RCW 42.56.230(3)]@gmail.com

GA

Hi all—

I recommend that we take a look at the bylaws that allows for elections in June. I think it makes sense to propose new leadership nominees and go from there?

Ginny Allemann

[RCW 42.56.230(3)]

On Apr 25, 2018, at 2:02 PM, Stacy Earlywine <stacy.earlywine@gmail.com> wrote:

Hi,

A group of us are beginning to think about how to proceed with a call for nominations for new site council leadership.

After talking with Kristin yesterday, I think the only way out of this is for both of them to be out of leadership ASAP, which likely will have to be the end of this year, but could be immediately.

I don't yet know how to do this without starting an all out war between those of us who see what trouble Christina is causing and those who think she's cherry pie and is the victim in this situation "having been through a lot". We really cannot accuse her of the things we believe to be true.

I see a few possibilities:

- 1) We ask Kristin and/or John to request that they step down, either immediately or at the end of the year. Citing irreconcilable differences with teachers and in light of accusations she has made (Christina). Seems reasonable since Evan has refused multiple opportunities to meet and talk, the most recent one being today with LC. Someone is appointed interim chair and vice chair and we hold elections. I think Lissa A would step in as interim as would I happily but that might not be copacetic, Not sure.
- 2) We have the BLT make the same request for the same reasons.
- 3) What else could we do? I don't think parents can do this.

Other thoughts?

Stacy

From: Stacy Earlywine stacy.earlywine@gmail.com

Subject: new site council leadership

Date: April 25, 2018 at 2:02 PM

To: Lisa Calvert [RCW 42.56.230(3)]@outlook.com, LaChrista Borgers [RCW 42.56.230(3)]@gmail.com, Mark Fung [RCW 42.56.230(3)]@hotmail.com, Maria Callahan [RCW 42.56.230(3)]@gmail.com, Ginny Allemann [RCW 42.56.230(3)]@comcast.net

SE

Hi,

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- 2) We have the BLT make the same request for the same reasons.
- 3) What else could we do? I don't think parents can do this.

Other thoughts?

Stacy



LaChrista Borgers <RCW 42.56.230(3)gmail.com>

Thoughts

1 message

Stacy Earlywine <stacylynn12@yahoo.com>

Sun, Apr 1, 2018 at 12:54 PM

To: RCW 42.56.230(3)outlook.com, LaChrista Borgers <RCW 42.56.230(3)gmail.com>, Mark Fung <RCW 42.56.230(3)hotmail.com>, Ginny Allemann <RCW 42.56.230(3)comcast.net>

Hi all,
Please forward on to Maria as I don't have a home email address for her.

I've been doing lots of thinking since Friday and wanted to pass on a couple of thoughts I had in the wee hours of the night. (When I do all my best thinking!)

I see Robin Belz and a good person to tap. She's been around forever, she's heavily invested in TC, she always provides very calm, rational thinking and she still current SC leadership.

I propose reaching out to the District Relations committee as the gateway into SC on the TC response process. That is a legitimate SC connection that won't be seen as subverting the chair/vice chair. I think Mardi Brekke will be a good ally.

I think LaChrista (maybe with another teacher for moral support) needs to sit down with Christina and Evan and give direct feedback about what happened in that meeting. They need to understand the implications of their actions and they need to see that a better way to address those concerns is internally. This may be there first step in bridge building.

I hope you all had a restful weekend. I'm truly in awe of you.
Stacy

Sent from my iPhone



Our steps, possible parent steps, and what not to do...

5 messages

Lisa Calvert <RCW 42.56.230(3)@outlook.com>

Fri, Apr 20, 2018 at 5:13 PM

To: LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Ginny Allemann <RCW 42.56.230(3)@comcast.net>, Anna Marshall <anna@sunshineslowdown.com>, Cathy Reidy Liermann <cathyreidylieermann@gmail.com>, "lissama@gmail.com" <lissama@gmail.com>, Stacy Earlywine <stacy.earlywine@gmail.com>, Mardi Brekke <mardib@live.com>

Hi everyone,

First off, I want to address the dividing-the-community worry and my concern about the potential for rumors and misinformation.

I think several of us involved, in our worry and passion and stress, have dropped bits of things we probably should not have, and those seem to develop a life of their own. So, I think it is hugely important to focus on the shared community interests in this, and the things parents can best affect.

Though there are numerous red flags around the possible actions of a small number of parents, I don't think this issue is worth calling out. Let staff do that in our complaint against the Exec Director, because it really isn't about any one parent - you are all entitled to believe whatever you want about this place, and we all deal with parents who don't like what we do. That's fine. The parent part of this is all about inappropriate boundaries with those parents on the part of administration. And that's an issue for staff with administration. You don't need to go there. What those parents thought about the candidates is all confidential so there is no need to worry or ask. And for some parents, any perception that a few people are being singled out is going to turn them off and increase division. Just focus on what the majority want to do right now.

As far as site council leadership goes, if there is change afoot there, that's pretty basic. As per the bylaws, I believe, that position rotates every year; another slate or two can simply step up. There is even a provision for voting. Just say "Hey, we'd like to take this on next!" I would not touch that now, just put it on the agenda in May so there can be a vote in June.

The following are the issues staff are bringing to Mike Starosky next week that would also be a good focus for parents. Hopefully these are things you can all get behind.

Shortened Timeline:

Summary: We were provided 9 days to complete a 4 week process. This was inadequate to insure community input in the principal hiring process.

2/14/18 John's request to appoint Kristin denied

2/16/18 BLT asked district for hiring timeline

3/9/18 community letter about hiring process received. It describes a timeline that would have started 3-4 weeks prior. ***This is the letter that was different for Bryant.

3/12/18 Helen Joung meets with BLT and site council leadership. This is where we receive information to begin the process of collecting community input and naming a hiring committee.

3/13/18 Site Council information session

3/15/18 Site Council parent meeting with Helen

3/21/18 Parent look-for surveys due, all look-fors due to Helen's office

3/24/18 Interviews

3/12/18 Meeting Statements

Summary: Community input was not used as described in this meeting

We were told by Helen Joung:

- All the principal candidates in the pool have met strict district criteria and made it this far in the process. They are all acceptable candidates. The interview process is to determine the best candidate for Thornton Creek.
- You need to tell your parents to stop contacting us.
- They will use our look-fors from the site council meeting, the staff look-fors, and a synopsis of the parent survey data to guide decision-making.

Alternative School Board Policy 54.00 and failure to consider community input

Summary:

The community was told that principal postings do not require community/staff/family input as it is a general advertisement for a required skill set and certifications of a School Leader, contradicting this board policy.

Community was not allowed to contribute school-specific questions to the interview.

Community input does not appear to have been considered in the selection of this candidate.

Two things that parents can bring forward, and staff cannot -

1. **The qualifications of the new principal**, particularly when appointing our own experienced a.p. was an option. The rationale provided by Mike Starosky in his letter to the community, and what the community has been able to gather from publicly available info about the new principal, do not line up at all with community needs. The facts do not match what the district has said about how this is the best candidate.

You can cite your particular concerns about Thornton Creek's needs - whatever you actually believe. Special ed continuum experience, the ability to grow an alternative program, leadership, coaching and guidance to a staff of largely experienced teachers, etc. Shared decision making with an active parent community. Managing a school with a huge staff, 2 assistant principals and nearly 600 kids.

2. **Concerns based on district history about whether this is intended as a way to dismantle or alter the program**

What should you ask for?

That's up to you. You are parents, you can ask for what you want. You can ask for them to reconsider this appointment. You can ask them to justify the choice. You can ask for Kristin, given the level of confidence in their supposedly neutral interview process. You can focus on shared community values; you can focus on Board Policy 54.00 and how this process has not been aligned with that.

Meanwhile, back at the ranch, this is what the 5 staff interview team people will also be addressing. **DO NOT TOUCH ON ANY OF THIS.** I mention it only because you've heard bits and pieces of this but should not be a parent issue. And if it is brought it up by others, just say that cannot be confirmed and move on.

- Atmosphere of intimidation throughout the process
- Interview-specific failure to incorporate community input or needs of TC
- Interview-specific facilitation and time issues
- Inappropriate contact with select parent(s) by ED and the solicitation of misinformation
- False, baseless, unsupported accusations against staff interview team by ED

We'll be available for phone/text on Sunday (right Ginny?)

Lisa

From: LaChrista Borgers <RCW 42.56.230(3)@gmail.com>
Sent: Friday, April 20, 2018 9:57 AM
To: Lisa Calvert; Ginny Allemann
Subject: Fwd: Principal hiring process: notes on next steps

----- Forwarded message -----

From: Lissa Armato <lissama@gmail.com>
Date: Fri, Apr 20, 2018 at 9:53 AM
Subject: Fwd: Principal hiring process: notes on next steps
To: RCW 42.56.230(3)@gmail.com

Sent from my iPhone

Begin forwarded message:

From: "Anna Marshall (anna@sunshineslowdown.com)" <annamarshall71@gmail.com>
Date: April 20, 2018 at 8:57:29 AM PDT
To: Cassie Condon <cassie.condon@hotmail.com>
Cc: Cathy Reidy Liermann <cathyreidylieermann@gmail.com>, Stacy Earlywine <stacylynn12@yahoo.com>, Mardella Brekke-Hutchings <mardib@live.com>, Lissa Armato <lissama@gmail.com>
Subject: Re: Principal hiring process: notes on next steps
Reply-To: anna@sunshineslowdown.com

Hi all,

So far we have 31 responses.

I am definitely starting to worry a bit about dividing our community. The parents of FERPA class use the Bloomz social platform to communicate with the teacher and each other. There was quite a bit of back and forth on this issue yesterday, and our room parent, who was at Site Council last week, sent out a long email to the group suggesting that questioning the new principal was "not kind." (Ouch!) There's a perception that we are also negating the hard work of the two parents on the committee. And there was an argument that we would not be questioning the process if Kristin had been selected.

I am envious of these parents' optimism and trust in the District. I remember when I used to assume the best. :(

I reached out to a friend at Salmon Bay who described the changes that took place after the new principal arrived. Apparently he had a questionable track record (some lawsuit from an employee at another school). Came in and got rid of Mary Kay because she doesn't have the kind of teaching credential she needs to be alone with the kiddos. The teacher has to stay. Mary Kay was a huge part of their program: for years, she had been leading "Friday morning sings," where parents often stayed to sing with the kids as a community. Also, without warning or discussion, he eliminated looping. So....these kind of things do happen. Salmon Bay does not have the shared leadership and Site Council model we have.

We need to get hold of the Bryant timeline and materials and the Greenwood timeline and materials.

Melissa Alexander says she can get Cedar Park.

Thanks,
 Anna

On Fri, Apr 20, 2018 at 8:36 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:
 Lissa, how are we looking on RSVP numbers?

FYI - I've invited Emily Mitchell to come along to Sunday morning's meeting, and Mardi is going to give Roger a call to see if he can come.

I've got a few meetings lined up with 2 teachers who have some TOPS background today and tomorrow.

Do we have anyone getting the info from other schools who were doing hiring this year? I know it was mentioned at Site Council, but I don't know if anyone walked away with the action.

From: Cassie Condon <cassie.condon@hotmail.com>
Sent: Thursday, April 19, 2018 3:32:32 PM
To: Cathy Reidy Liermann
Cc: Stacy Earlywine; Mardella Brekke-Hutchings; anna@sunshineslowdown.com; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

Is there anyone else we should be getting to come to Sunday morning's meeting?

I want to make sure we walk away with a very clear proposal for the group so Sunday night's meeting doesn't go haywire. Mardib, I'm even thinking we break out the powerpoint 😊

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Sent: Thursday, April 19, 2018 2:45:10 PM
To: Cassie Condon
Cc: Stacy Earlywine; Mardella Brekke-Hutchings; anna@sunshineslowdown.com; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

Fantabulous. Thank you!!!!

On Thu, Apr 19, 2018, 2:24 PM Cassie Condon <cassie.condon@hotmail.com> wrote:
 We have a room! Emily Mitchell just got us an auditorium at UW, details coming shortly and then I'll get the FB post and room parent email going.

Small victories 😊

From: Stacy Earlywine <stacylynn12@yahoo.com>
Sent: Thursday, April 19, 2018 11:43:14 AM
To: Mard Brekke
Cc: Cassie Condon; Cathy Reidy Liermann; anna@sunshineslowdown.com; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

I believe that is the correct room parent email.
 What about other restaurants that might have a larger party room? Elliot Bay Public House in Lake City?

I'm working all day so I can't make progress on this right now... sorry!
 Stacy

Stacy Earlywine
www.lustingforwander.wordpress.com

On Apr 19, 2018, at 10:52 AM, mardib brekke <mardib@live.com> wrote:

Just spoke to cindy – she thinks using the school could add to the weirdness. They've been “put on notice” that the district is tracking any improprieties with Kristin trying to wrangle the parents.

I just left a message for Wedgewood Presbyterian. I've been to NEDC meetings there in the evening. Anyone have connections to other churches?

From: Cassie Condon <cassie.condon@hotmail.com>
Sent: Thursday, April 19, 2018 10:06 AM
To: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Cc: Stacy Earlywine <stacylynn12@yahoo.com>; mardib brekke <mardib@live.com>; anna@sunshineslowdown.com; Lissa Armato <lissama@gmail.com>
Subject: Re: Principal hiring process: notes on next steps

Thanks! Is anyone free to help secure a space for Sunday night's meeting?

I've emailed Mosaic Coffee house to see if its available, but not sure of the cost.

Community centers anywhere look like they'll run us \$150-175.

Is it totally out of the question o meet at the school?

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Sent: Thursday, April 19, 2018 9:58:19 AM
To: Cassie Condon
Cc: Stacy Earlywine; mardi brekke; anna@sunshineslowdown.com; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

Cassie - I just found what I think is the current list: roomparents@thorntoncreek.org

On Thu, Apr 19, 2018 at 9:49 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Stacy, can you tell me how to get something sent to room parents please?

From: Stacy Earlywine <stacylynn12@yahoo.com>
Sent: Thursday, April 19, 2018 8:45:20 AM
To: Mardi Brekke
Cc: Cathy Reidy Liermann; anna@sunshineslowdown.com; Cassie Condon; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

I was able to talk with Robin this morning. As always, she provided some good insight. I will share on Sunday.

Stacy Earlywine
www.lustingforwander.wordpress.com

On Apr 19, 2018, at 6:20 AM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

I will see if I can talk with Robin today and get some insight in general.

Sent from my iPhone

On Apr 19, 2018, at 6:17 AM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

I know about this meeting. How did you find out about it? I did not think Robin was there but I could be wrong.

Sent from my iPhone

On Apr 18, 2018, at 11:11 PM, mardi brekke <mardib@live.com> wrote:

Also – apparently there also was a “community” meeting with Helen that happened sometime after the march site council meeting. Evan, Christina, Robin attended. A couple teachers attended but stepped out for a minute and helen closed the door and asked if they were invited. Will anyone see Robin at drop off tomorrow? it would be interesting the get her feedback.

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Sent: Wednesday, April 18, 2018 10:56 PM
To: Mardella Brekke-Hutchings <mardib@live.com>
Cc: anna@sunshineslowdown.com; Stacy Earlywine <stacylynn12@yahoo.com>; Cassie Condon <cassie.condon@hotmail.com>; Lissa Armato <lissama@gmail.com>
Subject: Re: Principal hiring process: notes on next steps

Thanks for that info, Mardi. Getting clear info in this whole process has been so hard!

On Wed, Apr 18, 2018, 10:50 PM mardi brekke <mardib@live.com> wrote:

Stacy – will you send your address?

Also – I just confirmed that of the 11 people on the committee, 7 were from Thornton Creek (5 teachers and 2 parents) and 4 were from the district. they voted the two candidates to put forward....they did not vote on the final candidate.

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>

Sent: Wednesday, April 18, 2018 10:44 PM

To: anna@sunshineslowdown.com

Cc: Stacy Earlywine <stacyjynn12@yahoo.com>; Mardella Brekke-Hutchings <mardib@live.com>; Cassie Condon

<cassie.condon@hotmail.com>; Lissa Armato <lissama@gmail.com>

Subject: Re: Principal hiring process: notes on next steps

Confirming: as per our conference call tonight, those of us planning for Sunday evening's meeting will meet at Stacy's cottage Sunday morning 9am. Thank you Stacy!

On Wed, Apr 18, 2018, 10:35 PM Anna Marshall

(<anna@sunshineslowdown.com> <annamarshall71@gmail.com>

wrote:

Piecing together work history of Jonathan Gasbar:

2005 Cashmere High School

2009 UW (Unless he had running start credits and graduated earlier. Can't track this date down.)

2009-2010 ??? Maybe this was when he was a "bilingual educator, " but if so he was not certified yet.

2010-2011 Hunter College, Masters of Science in Education (His teaching certificate.)

2011-2013 At least one year of this was teaching English at a college in Indonesia. Not an international school, but teaching English abroad.

2013-2015 Teaching English at a private school in Columbia.

2015-2016 ??? Could have been getting his principal certification. He did that at UW and did a principal internship. (This is baffling because I thought you had to have 3 years of certificated teaching experience, which he actually did not.)

2016-now Assistant Principal in Highline District.

(Editorial: how can you provide instructional leadership or coaching if you've never actually been a classroom teacher? Also, never taught elementary school, and no sped experience as a teacher in any form.)

Sources: Googled his class at Hunter from FB info. Also got Indonesia stuff from FB. Cashmere class and Columbia from news story in local papers. The rest is fill in from info in Starosky note. Melissa the preschool teacher taught at international schools and checked into the schools he taught at there. Not international schools and does not appear to be certificated teaching but teaching English. Based on timeline I suspect his bilingual experience in new York was on an emergency certificate because he did not get his teaching degree until 2011.

On Wed, Apr 18, 2018 at 12:58 PM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

I am working until 8:30. Could join a conversation after that.

Sent from my iPhone

On Apr 18, 2018, at 11:55 AM, Anna Marshall <annamarshall71@gmail.com> wrote:

I would be available to talk.

I think it would be hard for the district to count that survey for ANYTHING. The questions in no way applied to us. It was super duper off-putting. In fact, I would love for the board to have seen that. It was gross incompetence.

Sent from [Mail](#) for Windows 10

From: [mardi brekke](#)
Sent: Wednesday, April 18, 2018 11:46 AM
To: anna@sunshineslowdown.com
Cc: [Stacy Earlywine](#); [Catherine Reidy Liermann](#); [Cassie Condon](#); [Roger Taylor](#); [Anna Farr](#); [Amelia McGee](#); [Lissa Armato](#)
Subject: RE: Principal hiring process: notes on next steps

Sounds like I missed a passionate meeting. I see there's a facebook post already – can anyone meet quickly by phone this afternoon/evening to talk about a plan or if we should let things happen organically (I thought the fb post was good)

I looked at board policy C54
https://www.seattleschools.org/UserFiles/Servers/Server_543/File/District/Departments/School%20Board/Policies/Series%202000/C54.00.pdf
 and I'm not positive it governs Thornton Creek. It's for Alternative Learning Schools which are identified as: 1.

Interagency Academy 2. Cascade Parent Partnership Program 3. Nova Alternative School 4. Middle College. Thornton Creek has option school status and creative approach status – but I don't believe that we have ALE status. Please tell me if I'm wrong. Also – I think the district could argue that they did engage the community by sending out the questionnaire to the entire school population, having parent reps on the hiring committee, etc.

Anyway – would love to talk more if anyone is available – maybe around 8:30 or 9pm tonight? I can set up a conf call.

From: Anna Marshall (anna@sunshineslowdown.com) <annamarshall71@gmail.com>
Sent: Wednesday, April 18, 2018 8:48 AM
To: anna@sunshineslowdown.com
Cc: Stacy Earlywine <stacylynn12@yahoo.com>; Catherine Reidy Liermann <cathyrl@uw.edu>; Cassie Condon <cassie.condon@hotmail.com>; Roger Taylor <taylor.roger66@gmail.com>; Anna Farr <anna@odd-dog.com>; Amelia McGee <amelia.mcgee@gmail.com>; Mardi Brekke <mardib@live.com>; Lissa Armato <lissama@gmail.com>
Subject: Re: Principal hiring process: notes on next steps

Meant to say INEXPERIENCED principal below. [reaches for second cup of coffee]

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From: **Anna Marshall** (anna@sunshineslowdown.com) <annamarshall71@gmail.com>
Date: Wed, Apr 18, 2018 at 8:46 AM
Subject: Re: Principal hiring process: notes on next steps
To: Stacy Earlywine <stacylynn12@yahoo.com>
Cc: Catherine Reidy Liermann <cathyrl@uw.edu>, Cassie Condon <cassie.condon@hotmail.com>, Roger Taylor <taylor.roger66@gmail.com>, Anna Farr <anna@odd-dog.com>, Amelia McGee <amelia.mcgee@gmail.com>, Mardi Brekke <mardib@live.com>, Lissa Armato <lissama@gmail.com>

Thank you, Stacy. And yes, please feel free to circulate if helpful.

I woke up this morning thinking that perhaps we made a mistake in not focusing more on what we could do to retain Kristen. An experienced principal is one thing (by the way, from public records, I see that he was 30 years old at the beginning of this school year), but an experienced principal with two

new assistant principals is a whole other thing.

To that end, I am going to reach out to Kristen personally and implore her to stick with us for what could be a wild ride. She will need to make the decision that is best for her and her family, but I can't imagine she would mind feeling appreciated and needed. Maybe, if she's waffling, it will help.

Thanks,
Anna

On Wed, Apr 18, 2018 at 7:04 AM, Stacy Earlywine
<stacylynn12@yahoo.com> wrote:

Anna,
This is excellent! Thank you very much!
I am adding Mardi from district relations and Lissa,
our parent rep on the BLT.

I will read through more thoroughly later today.
I really appreciate you taking the time to summarize
everything like this!
Stacy

Sent from my iPhone

On Apr 17, 2018, at 10:51 PM, Anna Marshall
(anna@sunshineslowdown.com)
<annamarshall71@gmail.com> wrote:

Hi all,

I made some notes
for myself, to help
me clarify next
steps. I am sure
someone took
better notes, but
here are mine just
in case they are
helpful. Thanks! --
Anna

Next steps:

1. Continue to strengthen and document the core components of Thornton Creek's program, including expeditionary learning, responsive classroom, and shared governance. We want to have our house in order so that we can show the new person, unequivocally, "here's how we do things."

2. Question the hiring process. We have reason to believe that district policies weren't followed and that other schools who are hiring principals had different and more opportunities to participate. When policies aren't followed, trust breaks down. We start to question why. We will collect the evidence about district policies, particularly for creative approach schools, and about

the hiring process
Bryant and
Greenwood schools
experienced. Then
we will ask our
District Relations
Committee to reach
out to the
appropriate people
at the district and,
possibly, Jill Geary.
We were going to
ask Cassie from
Communications to
help gather folks, I
think. Roger is also
collecting
information.

3. Request the new
principal be trained
in expeditionary
learning and
responsive
classroom before
he starts. The
district chose a
person who lacks
experience in these
critical areas. We
need him to be
trained.

4. Separate from
these efforts to
restore trust and
get our needs met,
we will plan to
welcome our new
principal into our
community.

5. Separate from
the parent-led

effort, the staff on the interview committee are seeking a meeting with Mike (the supervisor of our ED) to discuss the process and their treatment during it.

Does that sound right?

I took some additional notes, for what they are worth. I am tired. Please overlook nonsense.

****additional notes about parent feelings****

The process was very quick and did not feel respectful. We did not have enough opportunity to provide input.

Hire is 31 years old (at most), no real teaching experience, inexperienced principal.

Messaging from the district felt like they didn't choose him for us.

New hire means he will be a "provisional hire" and will be scrutinized by and very beholden to the district. Are they trying to water down our program? Why?

****more notes****
board policy 54.00 violated re community involvement in hiring. Bryant, Greenwood had different processes. Try to get communications and timeline from them.

Cathy Reidy Liermann <cathyreidylieermann@gmail.com>

Fri, Apr 20, 2018 at 5:31 PM

To: Lisa Calvert <RCW 42.56.230(3)@outlook.com>

Cc: LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Ginny Allemann <RCW 42.56.230(3)@comcast.net>, Anna Marshall <anna@sunshineslowdown.com>, "lissama@gmail.com" <lissama@gmail.com>, Stacy Earlywine <stacy.earlywine@gmail.com>, Mardi Brekke <mardib@live.com>

Thank you Lisa for the specificity. We all need that in this chaotic process!

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Fantabulous. Thank you!!!!

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Stacy Earlywine

www.lustingforwander.wordpress.com

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Cc: Stacy Earlywine <stacylynn12@yahoo.com>; Catherine Reidy Liermann <cathyrl@uw.edu>; Cassie Condon <cassie.condon@hotmail.com>; Roger Taylor <taylor.roger66@gmail.com>; Anna Farr <anna@odd-dog.com>; Amelia McGee <amelia.mcgee@gmail.com>; Mardi Brekke <mardib@live.com>; Lissa Armato <lissama@gmail.com>

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I am wondering if we have the Bryant materials we need. I am still fishing around for Greenwood's.

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On Fri, Apr 20, 2018, 5:13 PM Lisa Calvert <RCW 42.56.230(3)@outlook.com> wrote:

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We were told by Helen Joung:

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1. **The qualifications of the new principal**, particularly when appointing our own experienced a.p. was an option. The rationale provided by Mike Starosky in his letter to the community, and what the community has been able to gather from publicly available info about the new principal, do not line up at all with community needs. The facts do not match what the district has said about how this is the best candidate.

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What should you ask for?

That's up to you. You are parents, you can ask for what you want. You can ask for them to reconsider this appointment. You can ask them to justify the choice. You can ask for Kristin, given the level of confidence in their supposedly neutral interview process. You can focus on shared community values; you can focus on Board Policy 54.00 and how this process has not been aligned with that.

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- Inappropriate contact with select parent(s) by ED and the solicitation of misinformation
- False, baseless, unsupported accusations against staff interview team by ED

We'll be available for phone/text on Sunday (right Ginny?)

Lisa

From: LaChrista Borgers <RCW.42.56.230(3)@gmail.com>
Sent: Friday, April 20, 2018 9:57 AM

To: Lisa Calvert; Ginny Allemann

Subject: Fwd: Principal hiring process: notes on next steps

----- Forwarded message -----

From: Lissa Armato <lissama@gmail.com>

Date: Fri, Apr 20, 2018 at 9:53 AM

Subject: Fwd: Principal hiring process: notes on next steps

To: RCW 42.56.230(3) gmail.com

Sent from my iPhone

Begin forwarded message:

From: "Anna Marshall (anna@sunshineslowdown.com)" <annamarshall71@gmail.com>

Date: April 20, 2018 at 8:57:29 AM PDT

To: Cassie Condon <cassie.condon@hotmail.com>

Cc: Cathy Reidy Liermann <cathyreidylieermann@gmail.com>, Stacy Earlywine <stacylynn12@yahoo.com>, Mardella Brekke-Hutchings <mardib@live.com>, Lissa Armato <lissama@gmail.com>

Subject: Re: Principal hiring process: notes on next steps

Reply-To: anna@sunshineslowdown.com

Hi all,

So far we have 31 responses.

I am definitely starting to worry a bit about dividing our community. The parents of FERPA class use the Bloomz social platform to communicate with the teacher and each other. There was quite a bit of back and forth on this issue yesterday, and our room parent, who was at Site Council last week, sent out a long email to the group suggesting that questioning the new principal was "not kind." (Ouch!) There's a perception that we are also negating the hard work of the two parents on the committee. And there was an argument that we would not be questioning the process if Kristin had been selected.

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Melissa Alexander says she can get Cedar Park.

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Lissa, how are we looking on RSVP numbers?

FYI - I've invited Emily Mitchell to come along to Sunday morning's meeting, and Mardi is going to give Roger a call to see if he can come.

I've got a few meetings lined up with 2 teachers who have some TOPS background today and tomorrow.

Do we have anyone getting the info from other schools who were doing hiring this year? I know it was mentioned at Site Council, but I don't know if anyone walked away with the action.

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I want to make sure we walk away with a very clear proposal for the group so Sunday night's meeting doesn't go haywire. Mardib, I'm even thinking we break out the powerpoint 😊

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To: Cassie Condon
Cc: Stacy Earlywine; Mardella Brekke-Hutchings; anna@sunshineslowdown.com; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

Fantabulous. Thank you!!!!

On Thu, Apr 19, 2018, 2:24 PM Cassie Condon <cassie.condon@hotmail.com> wrote:
 We have a room! Emily Mitchell just got us an auditorium at UW, details coming shortly and then I'll get the FB post and room parent email going.

Small victories 😊

From: Stacy Earlywine <stacylynn12@yahoo.com>
Sent: Thursday, April 19, 2018 11:43:14 AM
To: Mardi Brekke
Cc: Cassie Condon; Cathy Reidy Liermann; anna@sunshineslowdown.com; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

I believe that is the correct room parent email.
 What about other restaurants that might have a larger party room? Elliot Bay Public House in Lake City?

I'm working all day so I can't make progress on this right now... sorry!
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Stacy Earlywine
www.lustingforwander.wordpress.com

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To: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Cc: Stacy Earlywine <stacylynn12@yahoo.com>; mardi brekke <mardib@live.com>; anna@sunshineslowdown.com; Lissa Armato <lissama@gmail.com>
Subject: Re: Principal hiring process: notes on next steps

Thanks! Is anyone free to help secure a space for Sunday night's meeting?

I've emailed Mosaic Coffee house to see if its available, but not sure of the cost.

Community centers anywhere look like they'll run us \$150-175.

Is it totally out of the question to meet at the school?

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Sent: Thursday, April 19, 2018 9:58:19 AM
To: Cassie Condon
Cc: Stacy Earlywine; mardi brekke; anna@sunshineslowdown.com; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

Cassie - I just found what I think is the current list: roomparents@thorntoncreek.org

On Thu, Apr 19, 2018 at 9:49 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Stacy, can you tell me how to get something sent to room parents please?

From: Stacy Earlywine <stacylynn12@yahoo.com>
Sent: Thursday, April 19, 2018 8:45:20 AM
To: Mardi Brekke
Cc: Cathy Reidy Liermann; anna@sunshineslowdown.com; Cassie Condon; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

I was able to talk with Robin this morning. As always, she provided some good insight. I will share on Sunday.

Stacy Earlywine
www.lustingforwander.wordpress.com

On Apr 19, 2018, at 6:20 AM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

I will see if I can talk with Robin today and get some insight in general.

Sent from my iPhone

On Apr 19, 2018, at 6:17 AM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

I know about this meeting. How did you find out about it? I did not think Robin was there but I could be wrong.

Sent from my iPhone

On Apr 18, 2018, at 11:11 PM, mardi brekke <mardib@live.com> wrote:

Also – apparently there also was a “community” meeting with Helen that happened sometime after the march site council meeting. Evan, Christina, Robin attended. A couple teachers attended but stepped out for a minute and Helen closed the door and asked if they were invited. Will anyone see Robin at drop off tomorrow? it would be interesting to get her feedback.

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Sent: Wednesday, April 18, 2018 10:56 PM
To: Mardella Brekke-Hutchings <mardib@live.com>
Cc: anna@sunshineslowdown.com; Stacy Earlywine <stacylynn12@yahoo.com>; Cassie Condon <cassie.condon@hotmail.com>; Lissa Armato <lissama@gmail.com>
Subject: Re: Principal hiring process: notes on next steps

Thanks for that info, Mardi. Getting clear info in this whole process has been so hard!

On Wed, Apr 18, 2018, 10:50 PM mardi brekke <mardib@live.com> wrote:

Stacy – will you send your address?

Also – I just confirmed that of the 11 people on the committee, 7 were from Thornton Creek (5 teachers and 2 parents) and 4 were from the district. they voted the two candidates to put forward....they did not vote on the final candidate.

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>

Sent: Wednesday, April 18, 2018 10:44 PM

To: anna@sunshineslowdown.com

Cc: Stacy Earlywine <stacylynn12@yahoo.com>; Mardella Brekke-Hutchings <mardib@live.com>; Cassie Condon <cassie.condon@hotmail.com>; Lissa Armato <lissama@gmail.com>

Subject: Re: Principal hiring process: notes on next steps

Confirming: as per our conference call tonight, those of us planning for Sunday evening's meeting will meet at Stacy's cottage Sunday morning 9am. Thank you Stacy!

On Wed, Apr 18, 2018, 10:35 PM Anna Marshall <anna@sunshineslowdown.com> <annamarshall71@gmail.com> wrote:

Piecing together work history of Jonathan Gasbar:

2005 Cashmere High School

2009 UW (Unless he had running start credits and graduated earlier. Can't track this date down.)

2009-2010 ??? Maybe this was when he was a "bilingual educator, " but if so he was not certified yet.

2010-2011 Hunter College, Masters of Science in Education (His teaching certificate.)

2011-2013 At least one year of this was teaching English at a college in Indonesia. Not an international school, but teaching English abroad.

2013-2015 Teaching English at a private school in Columbia.

2015-2016 ??? Could have been getting his principal certification. He did that at UW and did a principal internship. (This is baffling because I thought you had to have 3 years of certificated teaching experience, which he actually did not.)

2016-now Assistant Principal in Highline District.

(Editorial: how can you provide instructional leadership or coaching if you've never actually been a classroom teacher? Also, never taught elementary school, and no sped experience as a teacher in any form.)

Sources: Googled his class at Hunter from FB info. Also got Indonesia stuff from FB. Cashmere class and Columbia from news story in local papers. The rest is fill in from info in Starosky note. Melissa the preschool teacher taught at international schools and checked into the schools he taught at there. Not international schools and does not appear to be certificated teaching but teaching English. Based on timeline I suspect his bilingual experience in new York was on an emergency certificate because he did not get his teaching degree until 2011.

On Wed, Apr 18, 2018 at 12:58 PM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

I am working until 8:30. Could join a conversation after that.

Sent from my iPhone

On Apr 18, 2018, at 11:55 AM, Anna Marshall <annamarshall71@gmail.com> wrote:

I would be available to talk.

I think it would be hard for the district to count that survey for ANYTHING. The questions in no way applied to us. It was super duper off-putting. In fact, I would love for the board to have seen that. It was gross incompetence.

Sent from [Mail](#) for Windows 10

From: [mardi brekke](#)
Sent: Wednesday, April 18, 2018 11:46 AM
To: anna@sunshineslowdown.com
Cc: [Stacy Earlywine](#); [Catherine Reidy Liermann](#); [Cassie Condon](#); [Roger Taylor](#); [Anna Farr](#); [Amelia McGee](#); [Lissa Armato](#)
Subject: RE: Principal hiring process: notes on next steps

Sounds like I missed a passionate meeting. I see there's a facebook post already – can anyone meet quickly by phone this afternoon/evening to talk
 Borgers emails

about a plan or if we should let things happen organically (I thought the fb post was good)

I looked at board policy C54 (https://www.seattleschools.org/UserFiles/Servers/Server_543/File/District/Departments/School%20Board/Policies/Series%202000/C54.00.pdf) and I'm not positive it governs Thornton Creek. It's for Alternative Learning schools which are identified as: 1. Interagency Academy 2. Cascade Parent Partnership Program 3. Nova Alternative School 4. Middle College. Thornton Creek has option school status and creative approach status – but I don't believe that we have ALE status. Please tell me if I'm wrong. Also – I think the district could argue that they did engage the community by sending out the questionnaire to the entire school population, having parent reps on the hiring committee, etc.

Anyway – would love to talk more if anyone is available –maybe around 8:30 or 9pm tonight? I can set up a conf call.

From: Anna Marshall (anna@sunshineslowdown.com) <annamarshall71@gmail.com>
Sent: Wednesday, April 18, 2018 8:48 AM
To: anna@sunshineslowdown.com
Cc: Stacy Earlywine <stacylynn12@yahoo.com>; Catherine Reidy Liermann <cathyrl@uw.edu>; Cassie Condon <cassie.condon@hotmail.com>; Roger Taylor <taylor.roger66@gmail.com>; Anna Farr <anna@odd-dog.com>; Amelia McGee <amelia.mcgee@gmail.com>; Mardi Brekke <mardib@live.com>; Lissa Armato <lissama@gmail.com>
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Meant to say INEXPERIENCED principal below. [reaches for second cup of coffee]

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Cc: Lisa Calvert <[RCW.42.56.230\(3\)@outlook.com](mailto:RCW.42.56.230(3)@outlook.com)>, LaChrista Borgers <[RCW.42.56.230\(3\)@gmail.com](mailto:RCW.42.56.230(3)@gmail.com)>, Ginny Allemann <[RCW.42.56.230\(3\)@comcast.net](mailto:RCW.42.56.230(3)@comcast.net)>, Anna Marshall <anna@sunshineslowdown.com>, "lissama@gmail.com" <lissama@gmail.com>, Mardi Brekke <mardib@live.com>

Yes, thank you! This information is very helpful.
 [Quoted text hidden]

Virginia Allemann <[RCW.42.56.230\(3\)@comcast.net](mailto:RCW.42.56.230(3)@comcast.net)> Fri, Apr 20, 2018 at 6:24 PM
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 Borgers emails

I have the Bryant letter to Roger but will forward it to you.

Ginny Allemann
RCW 42.56.230(3)

On Apr 20, 2018, at 5:54 PM, Anna Marshall (anna@sunshineslowdown.com) <annamarshall71@gmail.com> wrote:

I am wondering if we have the Bryant materials we need. I am still fishing around for Greenwood's.

On Fri, Apr 20, 2018 at 5:31 PM, Cathy Reidy Liermann <cathyreidyliermann@gmail.com> wrote:
Thank you Lisa for the specificity. We all need that in this chaotic process!

On Fri, Apr 20, 2018, 5:13 PM Lisa Calvert <[RCW 42.56.230\(3\)@outlook.com](mailto:RCW 42.56.230(3)@outlook.com)> wrote:

Hi everyone,

First off, I want to address the dividing-the-community worry and my concern about the potential for rumors and misinformation.

I think several of us involved, in our worry and passion and stress, have dropped bits of things we probably should not have, and those seem to develop a life of their own. So, I think it is hugely important to focus on the shared community interests in this, and the things parents can best affect.

Though there are numerous red flags around the possible actions of a small number of parents, I don't think this issue is worth calling out. Let staff do that in our complaint against the Exec Director, because it really isn't about any one parent - you are all entitled to believe whatever you want about this place, and we all deal with parents who don't like what we do. That's fine. The parent part of this is all about inappropriate boundaries with those parents on the part of administration. And that's an issue for staff with administration. You don't need to go there. What those parents thought about the candidates is all confidential so there is no need to worry or ask. And for some parents, any perception that a few people are being singled out is going to turn them off and increase division. Just focus on what the majority want to do right now.

As far as site council leadership goes, if there is change afoot there, that's pretty basic. As per the bylaws, I believe, that position rotates every year; another slate or two can simply step up. There is even a provision for voting. Just say "Hey, we'd like to take this on next!" I would not touch that now, just put it on the agenda in May so there can be a vote in June.

The following are the issues staff are bringing to Mike Starosky next week that would also be a good focus for parents. Hopefully these are things you can all get behind.

Shortened Timeline:

Summary: We were provided 9 days to complete a 4 week process. This was inadequate to insure community input in the principal hiring process.

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Borgers emails

To: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Cc: Stacy Earlywine <stacylynn12@yahoo.com>; mardi brekke <mardib@live.com>;
anna@sunshineslowdown.com; Lissa Armato <lissama@gmail.com>
Subject: Re: Principal hiring process: notes on next steps

Thanks! Is anyone free to help secure a space for Sunday night's meeting?

I've emailed Mosaic Coffee house to see if its available, but not sure of the cost.

Community centers anywhere look like they'll run us \$150-175.

Is it totally out of the question o meet at the school?

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Sent: Thursday, April 19, 2018 9:58:19 AM
To: Cassie Condon
Cc: Stacy Earlywine; mardi brekke; anna@sunshineslowdown.com; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

Cassie - I just found what I think is the current list: roomparents@thomtoncreek.org

On Thu, Apr 19, 2018 at 9:49 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Stacy, can you tell me how to get something sent to room parents please?

From: Stacy Earlywine <stacylynn12@yahoo.com>
Sent: Thursday, April 19, 2018 8:45:20 AM
To: Mardi Brekke
Cc: Cathy Reidy Liermann; anna@sunshineslowdown.com; Cassie Condon; Lissa Armato
Subject: Re: Principal hiring process: notes on next steps

I was able to talk with Robin this morning. As always, she provided some good insight. I will share on Sunday.

Stacy Earlywine
www.lustingforwander.wordpress.com

On Apr 19, 2018, at 6:20 AM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

I will see if I can talk with Robin today and get some insight in general.

Sent from my iPhone

On Apr 19, 2018, at 6:17 AM, Stacy Earlywine
 <stacylynn12@yahoo.com> wrote:

I know about this meeting. How did you find out about it? I did not think Robin was there but I could be wrong.

Sent from my iPhone

On Apr 18, 2018, at 11:11 PM, mardi brekke
 <mardib@live.com> wrote:

Also – apparently there also was a “community” meeting with Helen that happened sometime after the march site council meeting. Evan, Christina, Robin attended. A couple teachers

Gmail - Our steps, possible parent steps, and what not to do...

attended but stepped out for a minute and helen closed the door and asked if they were invited. Will anyone see Robin at drop off tomorrow? it would be interesting the get her feedback.

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Sent: Wednesday, April 18, 2018 10:56 PM
To: Mardella Brekke-Hutchings <mardib@live.com>
Cc: anna@sunshineslowdown.com; Stacy Earlywine <stacylynn12@yahoo.com>; Cassie Condon <cassie.condon@hotmail.com>; Lissa Armato <lissama@gmail.com>
Subject: Re: Principal hiring process: notes on next steps

Thanks for that info, Mardi. Getting clear info in this whole process has been so hard!

On Wed, Apr 18, 2018, 10:50 PM mardi brekke <mardib@live.com> wrote:

Stacy – will you send your address?

Also – I just confirmed that of the 11 people on the committee, 7 were from Thornton Creek (5 teachers and 2 parents) and 4 were from the district. they voted the two candidates to put forward....they did not vote on the final candidate.

From: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Sent: Wednesday, April 18, 2018 10:44 PM
To: anna@sunshineslowdown.com
Cc: Stacy Earlywine <stacylynn12@yahoo.com>; Mardella Brekke-Hutchings <mardib@live.com>; Cassie Condon <cassie.condon@hotmail.com>; Lissa Armato <lissama@gmail.com>
Subject: Re: Principal hiring process: notes on next steps

Confirming: as per our conference call tonight, those of us planning for Sunday evening's meeting will meet at Stacy's cottage Sunday morning 9am. Thank you Stacy!

On Wed, Apr 18, 2018, 10:35 PM Anna Marshall <annamarshall71@gmail.com> wrote:

Piecing together work history of Jonathan Gasbar:

2005 Cashmere High School
2009 UW (Unless he had running start credits and graduated earlier. Can't track this date down.)
2009-2010 ??? Maybe this was when he was a "bilingual educator," but if so he was not certified yet.
2010-2011 Hunter College, Masters of Science in Education (His teaching certificate.)

2011-2013 At least one year of this was teaching English at a college in Indonesia. Not an international school, but teaching English abroad.

2013-2015 Teaching English at a private school in Columbia.

2015-2016 ??? Could have been getting his principal certification. He did that at UW and did a principal internship. (This is baffling because I thought you had to have 3 years of certificated teaching experience, which he actually did not.)

2016-now Assistant Principal in Highline District.

(Editorial: how can you provide instructional leadership or coaching if you've never actually been a classroom teacher? Also, never taught elementary school, and no sped experience as a teacher in any form.)

Sources: Googled his class at Hunter from FB info. Also got Indonesia stuff from FB. Cashmere class and Columbia from news story in local papers. The rest is fill in from info in Starosky note. Melissa the preschool teacher taught at international schools and checked into the schools he taught at there. Not international schools and does not appear to be certificated teaching but teaching English. Based on timeline I suspect his bilingual experience in new York was on an emergency certificate because he did not get his teaching degree until 2011.

On Wed, Apr 18, 2018 at 12:58 PM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

I am working until 8:30. Could join a conversation after that.

Sent from my iPhone

On Apr 18, 2018, at 11:55 AM, Anna Marshall <annamarshall71@gmail.com> wrote:

I would be available to talk.

I think it would be hard for the district to count that survey for ANYTHING. The questions in no way applied to us. It was super duper off-putting. In fact, I would love for the board to have seen that. It was gross incompetence.

Sent from [Mail](#) for Windows 10

From: [mardi brekke](#)
Sent: Wednesday, April 18, 2018 11:46 AM
To: anna@sunshineslowdown.com
Cc: [Stacy Earlywine](#); [Catherine Reidy Liermann](#); [Cassie Condon](#); [Roger Taylor](#); [Anna Farr](#); [Amelia McGee](#); [Lissa Armato](#)
Subject: RE: Principal hiring process: notes on next steps

Sounds like I missed a passionate meeting. I see there's a facebook post already – can anyone meet quickly by phone this afternoon/evening to talk about a plan or if we should let things happen organically (I thought the fb post was good)

I looked at board policy C54 (https://www.seattleschools.org/UserFiles/Servers/Server_543/File/District/Departments/School%20Board/Policies/Series%202000/C54.00.pdf) and I'm not positive it governs Thornton Creek. It's for Alternative Learning schools which are identified as: 1. Interagency Academy 2. Cascade Parent Partnership Program 3. Nova Alternative School 4. Middle College. Thornton Creek has option school status and creative approach status – but I don't believe that we have ALE status. Please tell me if I'm wrong. Also – I think the district could argue that they did engage the community by sending out the questionnaire to the entire school population, having parent reps on the hiring committee, etc.

Anyway – would love to talk more if anyone is available –maybe around 8:30 or 9pm tonight? I can set up a conf call.

From: Anna Marshall
anna@sunshineslowdown.com
 <annamarshall71@gmail.com>
Sent: Wednesday, April 18, 2018 8:48 AM
 Borgers emails

To: anna@sunshineslowdown.com
Cc: Stacy Earlywine
<stacylynn12@yahoo.com>; Catherine
Reidy Liermann <cathyrl@uw.edu>;
Cassie Condon
<cassie.condon@hotmail.com>; Roger
Taylor <taylor.roger66@gmail.com>;
Anna Farr <anna@odd-dog.com>;
Amelia McGee
<amelia.mcgee@gmail.com>; Mardi
Brekke <mardib@live.com>; Lissa
Armato <lissama@gmail.com>
Subject: Re: Principal hiring process:
notes on next steps

Meant to say
INEXPERIENCED principal
below. [reaches for
second cup of coffee]

----- Forwarded message -----

From: Anna Marshall
(anna@sunshineslowdown.com) <annamarshall71@gmail.com>
Date: Wed, Apr 18, 2018 at 8:46 AM
Subject: Re: Principal hiring process:
notes on next steps
To: Stacy Earlywine
<stacylynn12@yahoo.com>



LaChrista Borgers <RCW 42.56.230(3)@gmail.com>

Need input ASAP

9 messages

Stacy Earlywine <stacylynn12@yahoo.com>

Sun, Apr 22, 2018 at 10:26 AM

To: Lisa Calvert <RCW 42.56.230(3)@outlook.com>, LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Ginny Allemann <RCW 42.56.230(3)@comcast.net>

Please add Maria to this. She gave me her personal email but I don't have it in front of me.

I need concrete examples to answer the question "Why do you think the district is out to dismantle our program?" How has our creative approach status been under attack?

We think there are parents who are going to show up who think we are paranoid and we need to be able to call out examples of why our program is under threat.

Thoughts?
Stacy

Stacy Earlywine
www.lustingforwander.wordpress.com

Lisa Calvert <RCW 42.56.230(3)@outlook.com>

Sun, Apr 22, 2018 at 11:00 AM

To: Stacy Earlywine <stacylynn12@yahoo.com>, LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Ginny Allemann <RCW 42.56.230(3)@comcast.net>, Maria Callahan <RCW 42.56.230(3)@yahoo.com>

From: Stacy Earlywine <stacylynn12@yahoo.com>

Sent: Sunday, April 22, 2018 10:26 AM

To: Lisa Calvert; LaChrista Borgers; Ginny Allemann

Subject: Need input ASAP

[Quoted text hidden]

 **principal wish list site council.docx**
16K

Lisa Calvert <RCW 42.56.230(3)@outlook.com>

Sun, Apr 22, 2018 at 11:11 AM

To: Stacy Earlywine <stacylynn12@yahoo.com>, LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Ginny Allemann <RCW 42.56.230(3)@comcast.net>, Maria Callahan <RCW 42.56.230(3)@yahoo.com>

-Creative approach status has been challenged every year since it's inception. Board policy 54.00 arose out of a task force way back in 2005-06 or perhaps just before as a response to challenges to alternative schools.

-Seems paranoid but programs at other schools have been undermined in this manner, beginning with inexperienced principals.

-Form challenge could take: removing our ability to be flexible with curriculum, such as the new reading/writing curriculum or teaching every science unit in the correct grade - expeditionary learning requires that we often integrate those subjects into our expeditionary work, and that we may cover fewer topics on the surface opting to dig deeper into what we do do. A new principal, under pressure from the district, could challenge camp, field trips, recess minutes, looping -- there are things the principal has oversight of that are presently subject to shared decision making.

From: Stacy Earlywine <stacylynn12@yahoo.com>
Sent: Sunday, April 22, 2018 10:26 AM
To: Lisa Calvert; LaChrista Borgers; Ginny Allemann
Subject: Need input ASAP

[Quoted text hidden]

Stacy Earlywine <stacylynn12@yahoo.com> Sun, Apr 22, 2018 at 11:12 AM
To: Lisa Calvert <RCW 42.56.230(3)@outlook.com>
Cc: LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Ginny Allemann <RCW 42.56.230(3)@comcast.net>

Thanks Lisa,
We have this and are planning to share it tonight. What we really need is a response to the question Why should we distrust the district? What evidence do you have that they are trying to dismantle our our program?

Stacy Earlywine
www.lustingforwander.wordpress.com

[Quoted text hidden]
[Quoted text hidden]
<principal wish list site council.docx>

Stacy Earlywine <stacylynn12@yahoo.com> Sun, Apr 22, 2018 at 11:16 AM
To: Lisa Calvert <RCW 42.56.230(3)@outlook.com>
Cc: LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Ginny Allemann <RCW 42.56.230(3)@comcast.net>, RCW 42.56.230(3)@yahoo.com

Got your message. Thank you.

Stacy Earlywine
www.lustingforwander.wordpress.com

[Quoted text hidden]

Virginia Allemann <RCW 42.56.230(3)comcast.net>
 To: Stacy Earlywine <stacylynn12@yahoo.com>
 Cc: Lisa Calvert <RCW 42.56.230(3)outlook.com>, LaChrista Borgers <RCW 42.56.230(3)gmail.com>

Sun, Apr 22, 2018 at 11:23 AM

What has happened at salmon bay, for one

Ginny Allemann
 RCW 42.56.230(3)
 [Quoted text hidden]

Lisa Calvert <RCW 42.56.230(3)outlook.com> Sun, Apr 22, 2018 at 1:45 PM
 To: Stacy Earlywine <stacylynn12@yahoo.com>, LaChrista Borgers <RCW 42.56.230(3)gmail.com>, Ginny Allemann <RCW 42.56.230(3)comcast.net>, Mardi Brekke <mardib@live.com>, Anna Marshall <anna@sunshineslowdown.com>, Cassie Condon <cassie.condon@hotmail.com>, Cathy Reidy Liermann <cathyreidyliermann@gmail.com>

Just want to make sure to keep attention on this letter, not only the missing parts, compared to Bryant, and 54.00, but the parts that are there. See highlights. I would think one would infer that any candidate put forward from interviews would need to be a better fit then the one that could have been promoted.

rom: Seattle Public Schools <eds@seattleschools.org>
Sent: Friday, March 9, 2018 6:05 PM
To: Calvert, Lisa
Subject: Thornton Creek leadership hiring process

Dear Thornton Creek Community,

Looking forward, we are beginning the process of selecting the next principal for Thornton Creek Elementary for the 2018 – 2019 school year. The principal selection process is a great opportunity for the whole community to revisit priorities, values and hopes as they participate in the selection of a new principal. This letter articulates Seattle Public Schools' hiring process for principals as well as the specific timeline for your school's hiring process.

The Seattle Public Schools Principal Hiring Process

The following are the guidelines Seattle Public Schools uses when hiring for a principal:

- The Superintendent has hiring authority at all times and may appoint or move a principal (or assistant principal) at any time.
- Per the Principals' Association Collective Bargaining Agreement, we consider the interest of principals and assistant principals for horizontal or vertical movement. The Chief of Schools reviews the requests and can make recommendations to the Superintendent if the person is a strong fit for the school.
- If the Superintendent does not make an appointment or approve a transfer, Human Resources posts the position to candidates in our principal leadership pool. Internal and external applicants apply to be in the principal pool starting in January. From there, the school's Executive Director of Schools works with the school's Building Leadership Team (BLT) to form a hiring team that screens applications, interviews candidates and recommends their top 2-3 candidates to the superintendent. The superintendent then makes the final decision. Hiring teams typically consist of the following:
 - **Elementary School** – one primary teacher, one secondary teacher, two parents, one specialist (SPED, ELL, PE, Art, etc.), the administrative

secretary or a classified representative, 1-2 school or central office administrators, and one to two executive directors. The total would be 9-10 members on the team.

- **Secondary School** – three core instruction teachers (or two core teachers and one specialist), three parents/guardians or community representatives, the administrative secretary or a classified representative, one instructional assistant, 1-2 school or central office administrators, and 1-2 executive directors. The total would be 11 or 12 members on a team.
- There are times where the Superintendent will recommend a candidate be hired with an “interim” status. This usually takes place when a position has not filled by a specific date, usually in mid to late August, or a position comes open after the student school year has started.

The Timeline for Hiring a Principal for Thornton Creek Elementary.

We are moving to open hiring for Thornton Creek Elementary. The following is the approximate timeline:

- Mid-February: We will post the principal position for applicants who have been screened into the SPS principal pool.
- Late February/ Early March: Helen Joung, Executive Director of Schools, will work with the staff and community to determine desired characteristics of the new principal.
- Early March: Helen will work with the Building Leadership Team (BLT) to form a formal interview team made up of staff and families.
- Mid-March: The interview team will select candidates to interview, interview those candidates and then select 2-3 finalists. The superintendent will interview the finalists, make the final decision and announce the new principal to the community.

We are looking for parents who are interested in serving on the interview team who represent the diversity of our school community. If you are interested in being considered for the interview team, please contact **Alex Taylor** at abtaylor@seattleschools.org who will share your names with the Building Leadership Team.

Sincerely,

Mike Starosky, Ed.D.

Chief of Schools, Assistant Superintendent



Lisa Calvert <[RCW 42.56.230(3)]outlook.com> Sun, Apr 22, 2018 at 2:24 PM
 To: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>, Stacy Earlywine <stacylynn12@yahoo.com>, LaChrista Borgers <[RCW 42.56.230(3)]gmail.com>, Ginny Allemann <[RCW 42.56.230(3)]comcast.net>, Mardi Brekke <mardib@live.com>, Anna Marshall <anna@sunshineslowdown.com>, Cassie Condon <cassie.condon@hotmail.com>, Cathy Reidy Liermann <cathyreidyliermann@gmail.com>

Again after further conversations -

-Helen has not spent more than 50 minutes at TC. She does not know the school. She did not do a walk through.

At Greenwood, the E.D. spent a day at Greenwood getting to know the school. He held a parent (and student!) meeting to discuss leadership needs, and met with staff. He made sure he really knew the community.

At Bryant, they were allowed to contribute questions to the process. Am trying to get more info on bryant process.

Based on evidence from SSD right now and Helen's history and line of questioning in particular, first way she is likely to push TC is for us to do the new CCC language arts curriculum with fidelity. This is being pushed back against district wide because - if you did it daily as it is written - it lacks rigor and is dull and repetitive. If we are forced to teach it with fidelity, all on the same lesson on the same day, we cannot continue to do expeditions. It would be impossible.

We also need administrative support to continue to waive the district's math curriculum. We arrived where we are now after extensive research, discussion, and lining up curriculum with our beliefs and with standards.

Per creative approach, we should be able to choose alternative curriculum. However, it requires an administrators support for evaluative and financial reasons. Having someone make us toe the district line is a real threat to the program.

Lisa

From: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>
Sent: Sunday, April 22, 2018 1:45 PM
To: Stacy Earlywine; LaChrista Borgers; Ginny Allemann; Mardi Brekke; Anna Marshall; Cassie Condon; Cathy Reidy Liermann
Subject: Re: Need input ASAP

[Quoted text hidden]

mardi brekke <mardib@live.com> Sun, Apr 22, 2018 at 3:01 PM
 To: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>, Stacy Earlywine <stacylynn12@yahoo.com>, LaChrista Borgers <[RCW 42.56.230(3)]gmail.com>, Ginny Allemann <[RCW 42.56.230(3)]comcast.net>, Anna Marshall <anna@sunshineslowdown.com>, Cassie Condon <cassie.condon@hotmail.com>, Cathy Reidy Liermann <cathyreidyliermann@gmail.com>

One additional question -

I think I misunderstood what a "provisional" hire is. I thought it was someone who would be hired on a temporary basis – but now after searching the sps website – I think it's someone that doesn't have the required credentials so they are being hired with the understanding that they will complete the credentials within a certain timeframe. Does anyone know for sure?

From: Lisa Calvert <RCW 42.56.230(3)@outlook.com>

Sent: Sunday, April 22, 2018 2:25 PM

To: Lisa Calvert <RCW 42.56.230(3)@outlook.com>; Stacy Earlywine <stacylynn12@yahoo.com>; LaChrista Borgers <RCW 42.56.230(3)@gmail.com>; Ginny Allemann <RCW 42.56.230(3)@comcast.net>; Mardi Brekke <mardib@live.com>; Anna Marshall <anna@sunshineslowdown.com>; Cassie Condon <cassie.condon@hotmail.com>; Cathy Reidy Liermann <cathyreidylieermann@gmail.com>

[Quoted text hidden]

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LaChrista Borgers <RCW 42.56.230(3)@gmail.com>

news

7 messages

Stacy Earlywine <stacy.earlywine@gmail.com> Mon, Apr 23, 2018 at 9:27 PM
 To: RCW 42.56.230(3)@gmail.com, Mark Fung <RCW 42.56.230(3)@hotmail.com>, Lisa Calvert <RCW 42.56.230(3)@outlook.com>, Ginny Allemann <RCW 42.56.230(3)@comcast.net>, LaChrista Borgers <RCW 42.56.230(3)@gmail.com>

Hi all,

Some news...

Evan texted me today and asked to meet with me to talk about a phone call she got from Mike Starosky. I wasn't able to meet up but we did have a 30 min conversation. I believe the intent was for me to share this information so I don't think I'm violating any confidences by sharing this.

Starosky was explicit in his message that in no uncertain terms would Kristin be our principal and if we (parents, I guess) continue to go down that path that our school would be deemed a hostile environment for Jonathan and they would pull him out and install someone else.

We then talked at length about the situation in our school. I said I was under the impression that she was ready to welcome the new principal and wanted to move on beyond any pushback. She said that was not true and that she supported us asking questions of the district about the process.

She also said she'd told Starosky that parents are afraid this is an effort to dismantle our program and that was in part because he hadn't communicated sufficiently with us. He said "we are not that organized" ...so basically the notion is ridiculous.

I'm sharing this because I don't know what to do with the information from Starosky. It seems like blatant intimidation and threats. I told Evan it was highly unusual for the site council chair to be communicating with the district. She agreed.

Either he's serious and we should stop or he's bluffing because he knows we are on to something. The message was clear though, if they install someone else, it won't be in our best interest. I don't know where to go from here.

On a different but related note, I think an effort needs to be made to meet with Evan and talk things through. Every time I have a conversation with her I get the feelings she's stuck in the middle of a really big mess. I don't know what my feelings are about Christina. But I think there is a lot of misunderstanding flying around. Evan asked why I was in the middle of all this and I suggested she reach out to all of you so I wouldn't need to be.

I'm happy to talk with any of you. Just give me a call.

FERPA

We parents would love some guidance on how to move forward in light of this Starosky bit.
 Stacy

maria callahan <RCW 42.56.230(3)@gmail.com> Mon, Apr 23, 2018 at 9:40 PM
 To: Stacy Earlywine <stacy.earlywine@gmail.com>
 Cc: Ginny Allemann <RCW 42.56.230(3)@comcast.net>, LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Lisa Calvert <RCW 42.56.230(3)@outlook.com>, Mark Fung <RCW 42.56.230(3)@hotmail.com>

Thank you, Stacy for sending this.

Wondering has anyone asked him to explain WHY Kristen would not be our Principal? It feels like he is saying, 'because I said so.'

Also his response, 'we are not that organized is patronizing and coy.' I don't appreciate his glibness.

Not sure of action steps. Have to sleep on it a bit. I feel like interview team might have best pulse on the situation.

Thanks again,

María

[Quoted text hidden]

Stacy Earlywine <stacy.earlywine@gmail.com> Mon, Apr 23, 2018 at 10:24 PM
 To: maria callahan <RCW 42.56.230(3)@gmail.com>
 Cc: Ginny Allemann <RCW 42.56.230(3)@comcast.net>, LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Lisa Calvert <RCW 42.56.230(3)@outlook.com>, <RCW 42.56.230(3)@hotmail.com>, <RCW 42.56.230(3)@hotmail.com>, <RCW 42.56.230(3)@hotmail.com>

As an added note,

A parent who was very concerned by the quote I shared at the meeting asked if teachers or someone on their behalf had reached out to the SPS ombudsperson in addition to the union. This seems like a good avenue, is it being pursued?

By the way - here is what I said that she is reacting to:

When provided the opportunity to present their concerns about process, the staff on the committee were subject to demeaning and unprofessional behavior by the Exec Dir, and though they have been advised that they are within their rights to share specifics, are feeling intimidated enough by the process to be nervous about doing so.

Stacy

[Quoted text hidden]

Lisa Calvert <RCW 42.56.230(3)@outlook.com> Mon, Apr 23, 2018 at 11:51 PM
 To: Stacy Earlywine <stacy.earlywine@gmail.com>, maria callahan <RCW 42.56.230(3)@gmail.com>
 Cc: Ginny Allemann <RCW 42.56.230(3)@comcast.net>, LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, <RCW 42.56.230(3)@hotmail.com>, <RCW 42.56.230(3)@hotmail.com>, <RCW 42.56.230(3)@hotmail.com>

I have been a lot of places about this tonight.

1. Quit. Give up.
2. `Hmm. Just keep going, like we originally said, because it is a reasonable request.
3. What on earth is he so afraid of? We have to keep pushing because this is really, really odd. And my significant other agrees - super strange behavior. There is nothing unusual about the parent reaction here, especially since no one has done anything except be concerned and ask perfectly reasonable questions.

I think it is quite logical for parents to take this communication to Jill Geary. Given the well-documented rational staff concerns about the process, and the reasonable questions of parents given Mike's description of the candidate and his resume, it is unreasonable for him to threaten parents to just be quiet. The meeting they had was private, intended to share information

I do think we have to bridge to Evan. Here is the thing: we kept parents, most all parents, completely out of the loop until the announcement was made. And they raised their own questions pretty quickly post-announcement. What has been confusing about Evan is that she has had multiple private interactions with Helen - is this just because she didn't know what we were going through with Helen?

I guess we have to just ask her that.

The question about what to do about the clear constant spilling all kinds of stuff back to Helen and Mike, and where that is coming from, is an ongoing concern. It has poisoned our initial ethical, reasonable intent in questioning the process. This is a pretty toxic community issue.

From: Stacy Earlywine <stacy.earlywine@gmail.com>
Sent: Monday, April 23, 2018 10:24 PM
To: maria callahan
Cc: Ginny Allemann; LaChrista Borgers; Lisa Calvert; [RCW 42.56.230(3)]hotmail.com [RCW 42.56.230(3)]hotmail.com
Subject: Re: news

[Quoted text hidden]

Virginia Allemann <[RCW 42.56.230(3)]comcast.net> Tue, Apr 24, 2018 at 6:02 AM
To: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>
Cc: Stacy Earlywine <stacy.earlywine@gmail.com>, maria callahan <[RCW 42.56.230(3)]gmail.com>, LaChrista Borgers <[RCW 42.56.230(3)]gmail.com>, [RCW 42.56.230(3)]hotmail.com [RCW 42.56.230(3)]hotmail.com [RCW 42.56.230(3)]hotmail.com [RCW 42.56.230(3)]hotmail.com

Γοοδ μορνινγ— σορρη τησ ισ σο λογγ.

I love what Maria said. I agree completely.

- We have not reached out to the ombudsman yet. Our goal for three weeks has been to meet with Mike Starosky.
- What Lisa said, “it is unreasonable for him to threaten parents to just be quiet...” Not only is it unreasonable—it is WRONG for him to threaten parents for speaking up, for simply having a discussion!
- Evan: let’s ask her about her interactions with Helen. And let her know that we have been working for a meeting for over three weeks. But we must continue to maintain our confidentiality, at least until our meeting. I’m feeling so burned, as Lisa says, by an individual who appears to be sharing information with the ED. I don’t know what the relationship between Evan and that individual is.
- Thought: publish to FB (via Evan) what the Chief of Schools said... see how the reactions go.
- Meet with Jill Geary about being threatened this way. This is a must. This behavior cannot go unreported on.

This entire “process” is a joke. Our school and individuals working for the public school in good faith and with many years of service have been treated unfairly and in a demeaning way.

I was personally encouraged by what Mike Starosky said! Now this is blatantly out in the open and can be reported to the school board. What it means to me is that parents and staff ARE making a difference in trying to look closely at why our process was so unfairly conducted.

It is not clear to anyone why it must NOT be Kristin. I think that there is clear bias AGAINST her in this process, exhibited by the behavior of the ED on many occasions. We don’t know the reason for that.

Mike Starosky doing this, making this threat, as our SEA uniserve rep said, indicates that he is feeling pressure. To me that’s good.

Remember, Starosky has not spoken to ANY of the staff members who were on the interview committee. He can only be getting his information via one source, the ED (and from perhaps one parent who seems to have her ear). This is a huge error on his part. And I wonder if now he is realizing that he has not shown a good faith effort to meet with staff about their issues and it is getting out of hand.

I really feel this is about right and wrong. Mr. Starosky should have agreed to meet with us three weeks ago when we first asked him to discuss our concerns about the process. I suspect he is taking his direction and information solely from the

ED. In what world does a Chief of Schools (two levels up from our principal) CALL the Site Council/PTA Chair and tell her to "call off the parents?" And then threaten us? Definitely this needs to be daylighted.

Another possibility: MS actually wants parents to keep pushing? I mean, who would respond with a meek, ok we'll stop.

I would think that this would convince individuals on the fence to question the whole thing, too? As a parent, I'm thinking, wait, he's threatening me for speaking up as a parent? Not okay! One might try just posting exactly what he said on the FB page and see how people react! Maybe to Save Seattle Schools too... how would our entire parent community feel about this? It could happen to them too!

My personal reaction was—you want to place someone in our "hostile environment?" Go ahead! What have we got to lose? The person put forward, who is probably a lovely person etc.—I have no idea—just doesn't meet the qualifications of what our nearly 600-seat creative approach/EL school with 23% IEP was looking for. I'm sure there is dead weight out there in the district that they could transfer to us, or worse, but at least we are daylighting to the entire community that they are not following their own policies and procedures. Were I a young teacher or administrator, I would avoid SPS like the plague if this is the way that their hiring process works.

Here's what I found on the district website:

Seattle Public Schools – School Board's Parent Policy

It is the policy of the Seattle School Board to encourage and support family involvement in education, at home, in our schools and communities, and in school governance. The Board recognizes the diversity of family structures, circumstances, and cultural backgrounds and respects families as important decision-makers for their children's education. The Board is committed to the creating and implementation of culturally inclusive and effective school-family partnerships throughout the School District and in each school, and believes these partnerships to be critical to the success of every student.

Also this: (see towards the bottom)

<https://www.seattleschools.org/cms/One.aspx?portalId=627&pageId=15749>

[Quoted text hidden]

Mark Fung <[RCW 42.56.230(3)]hotmail.com> Tue, Apr 24, 2018 at 6:35 AM
 To: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>, Stacy Earlywine <stacy.earlywine@gmail.com>, maria callahan <[RCW 42.56.230(3)]gmail.com>
 Cc: Ginny Allemann <[RCW 42.56.230(3)]comcast.net>, LaChrista Borgers <[RCW 42.56.230(3)]gmail.com>

Ugh! I've had those same first two feelings over the last couple weeks. The third point of "What is he afraid of?" should actually come out if we just stick to looking at all the facts. They keep bringing up that we want to have Kristen back, we are not pushing that agenda. The only reason it comes up that Kristen should have another interview, is from what looks more and more like bias from the Ed director. Sorry I missed the meeting yesterday. Looks like there's a lot of stuff I need to get up to speed on.

I think we do need to reach out to Evan just communicate. Whether stuff gets leaked back to the district or not is a little irrelevant in that we're not really scheming anything. We've got the emails from before the process started, and that seems to be what we were dealing with. If they can divide us as a school, that's when things will crumble.

- Mark

[Quoted text hidden]

LaChrista Borgers <[RCW 42.56.230(3)]gmail.com> Tue, Apr 24, 2018 at 6:41 AM
 To: Mark Fung <[RCW 42.56.230(3)]hotmail.com>

8/16/2018

Gmail - news

Cc: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>, Stacy Earlywine <stacy.earlywine@gmail.com>, maria callahan <[RCW 42.56.230(3)]gmail.com>, Ginny Allemann <[RCW 42.56.230(3)]comcast.net>

I agree with Mark. I also think we need to consider bringing staff up to date. At what point can John help us or support us?

LC

[Quoted text hidden]



Re: follow up

1 message

Stacy Earlywine <stacylynn12@yahoo.com>
To: Evan Briggs <evanybriggs@gmail.com>
Cc: Christina Ellis <penellis@gmail.com>

Tue, Apr 24, 2018 at 10:54 AM

Evan,
This is what I communicated to folks:

"Starosky was explicit in his message that in no uncertain terms would Kristin be our principal and if we (parents, I guess) continue to go down that path that our school would be deemed a hostile environment for Jonathan and they would pull him out and install someone else."

This was taken very specifically from our conversation. Anyone who is calling this a threat is perceiving that on their own.

As we discussed, I need to remove myself from the middle of this. Nothing good is coming from me being the go between. I know you wonder why teachers are coming to me but they are wondering why you are coming to me with this and not to them. This has to stop.

I'm bcc'ing the teachers who have been representing the staff and I need you all to communicate with each other. I am consciously bcc'ing so that anyone who feels concerned for their job can avoid this conversation. They will see this thread and hopefully respond to my plea to sit down with you and communicate!!!

I've got to run.
Stacy

Stacy Earlywine
www.lustingforwander.wordpress.com

On Apr 24, 2018, at 9:01 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Hi Stacy,

I appreciate the follow up and I think we need to be really clear about what was and wasn't said. **At no point did Starosky threaten anyone.** He said nothing about preventing parents from expressing concerns/feedback about the actual process. Folks are more than welcome to share their thoughts about that and absolutely have that right. There is a lot of talk about this being about the process and not specifically about Jonathan, but then the conversation keeps returning to Jonathan himself and the desire to overturn the appointment. I heard one parent at the meeting Sunday night (and also a Fb comment to the same effect) suggest that continuing to inundate the Superintendent's office with demands to overturn the appointment and install Kristin might succeed, and I felt it important to convey that this is not the case. Starosky was clear that under no circumstances would Kristin be principal of our school, and that if Nyland felt the resistance to this was persistent enough, it would create an environment in which our incoming principal would not be set up to succeed- in which case he would be forced to appoint someone else. **It was not issued as a threat, just as a cause/effect reality.**

My intent in communicating this information to you was so that the parents who seem most determined to reverse the principal appointment could know and understand that those efforts will not be successful, and that their energies would be better directed toward addressing their concerns with the process itself (i.e. advocating for consistency in hiring processes across the district, etc) and working with other CASs to strengthen our collective voices within the District.

It is barely 8 am and I've already gotten wind of a new rumor circulating that Starosky is threatening us. This is simply not true, and it's quite unfortunate that that is what's being communicated. As I said on the phone yesterday, the unrelenting paranoia about the district's ill intent toward us feels extremely toxic. As part of

the district, it's impossible for me to see how fomenting an adversarial relationship there will ever work out well for us.

Starosky will be sending out a letter to our community either today or tomorrow addressing the concerns that have been voiced. Please feel free to direct anyone with further questions to me. We need to be working with actual information, and not fear-based speculation.

thanks,
Evan

On Mon, Apr 23, 2018 at 9:42 PM, Stacy Earlywine <stacylynn12@yahoo.com> wrote:

Hi,

I'm following up from our conversation. I don't want to feel like, or have you feel like anything is going on behind your back so I'm letting you know what I have done with the info you gave me. I have let a group of folks (those of us involved in putting together the agenda for last night's meeting including Mardi and Cassie) know about the message from Starosky.

Will you please confirm that this is what he said?

Starosky was explicit in his message that in no uncertain terms would Kristin be our principal and if we (parents, I guess) continue to go down that path that our school would be deemed a hostile environment for Jonathan and they would pull him out and install someone else.

I have also let some teachers know and asked for their guidance. I reiterated my desire for a conversation to happen between you and them. (and Christina too?)

I've asked if anyone from the parent group could try and talk to John and get his guidance. I understand that he has been called downtown tomorrow.

This move by Starosky sure seems like intimidation and threats. As I mentioned, even the most upset parents have voiced that they will welcome Jonathan if and when he comes to our school and that this is not about them. He's basically threatening parents who are questioning an unusual process - something that seems well within our rights.

That's it for now.
Stacy

Stacy Earlywine
www.lustingforwander.wordpress.com

--

www.thegrowingseasonfilm.com



LaChrista Borgers <RCW 42.56.230(3)@gmail.com>

Bylaws

4 messages

LaChrista Borgers <RCW 42.56.230(3)@gmail.com> Wed, Apr 25, 2018 at 3:50 PM
 To: Stacy Earlywine <stacylynn12@yahoo.com>, Stacy Earlywine <stacy.earlywine@gmail.com>, Catherine Reidy Liermann <cathyrl@uw.edu>

See section 6.2.

----- Forwarded message -----

From: <PTCKPUBCPY02@seattleschools.org>
 Date: Wed, Apr 25, 2018 at 2:58 PM
 Subject: Scanned from a Xerox Multifunction Printer
 To: "RCW 42.56.230(3)@gmail.com" <RCW 42.56.230(3)@gmail.com>

Please open the attached document. It was scanned and sent to you using a Xerox Multifunction Printer.

Attachment File Type: pdf/a, Multi-Page

Multifunction Printer Location: machine location not set
 Device Name: X17072

For more information on Xerox products and solutions, please visit <http://www.xerox.com>

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 149K

Cathy Reidy Liermann <cathyreidyliermann@gmail.com> Wed, Apr 25, 2018 at 4:15 PM
 To: LaChrista Borgers <RCW 42.56.230(3)@gmail.com>
 Cc: Stacy Earlywine <stacylynn12@yahoo.com>, Stacy Earlywine <stacy.earlywine@gmail.com>

Yup. Saw that too. **We're trying to line up nominees for submission by June 1st.**

[Quoted text hidden]

Stacy Earlywine <stacy.earlywine@gmail.com> Wed, Apr 25, 2018 at 4:21 PM
 To: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
 Cc: LaChrista Borgers <RCW 42.56.230(3)@gmail.com>, Stacy Earlywine <stacylynn12@yahoo.com>

We'll need to make a public announcement about a man open period of time where nominees can be submitted. LC thinks we should just say that BLT is getting official so we think Site Council should too and this the elections.

Sent from my iPhone

[Quoted text hidden]

Stacy Earlywine <stacylynn12@yahoo.com> Wed, Apr 25, 2018 at 4:23 PM
 To: Stacy Earlywine <stacy.earlywine@gmail.com>
 Cc: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>, LaChrista Borgers <RCW 42.56.230(3)@gmail.com>

Ugh... I should read before I send!



LaChrista Borgers <[RCW 42.56.230(3)]gmail.com>

new site council leadership

6 messages

Stacy Earlywine <stacy.earlywine@gmail.com>

Wed, Apr 25, 2018 at 2:02 PM

To: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>, LaChrista Borgers <[RCW 42.56.230(3)]gmail.com>, Mark Fung <[RCW 42.56.230(3)]hotmail.com>, Maria Callahan <[RCW 42.56.230(3)]gmail.com>, Ginny Allemann <[RCW 42.56.230(3)]comcast.net>

Hi,
A group of us are beginning to think about how to proceed with a call for nominations for new site council leadership. After talking with Kristin yesterday, I think the only way out of this is for both of them to be out of leadership ASAP, which likely will have to be the end of this year, but could be immediately.

I don't yet know how to do this without starting an all out war between those of us who see what trouble Christina is causing and those who think she's cherry pie and is the victim in this situation "having been through a lot". We really cannot accuse her of the things we believe to be true.

I see a few possibilities:

1) We ask Kristin and/or John to request that they step down, either immediately or at the end of the year. Citing irreconcilable differences with teachers and in light of accusations she has made (Christina). Seems reasonable since Evan has refused multiple opportunities to meet and talk, the most recent one being today with LC. Someone is appointed interim chair and vice chair and we hold elections. I think Lissa A would step in as interim as would I happily but that might not be copacetic, Not sure.

2) We have the BLT make the same request for the same reasons.

3) What else could we do? I don't think parents can do this.

Other thoughts?

Stacy

Virginia Allemann <[RCW 42.56.230(3)]comcast.net>

Wed, Apr 25, 2018 at 6:38 PM

To: Stacy Earlywine <stacy.earlywine@gmail.com>

Cc: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>, LaChrista Borgers <[RCW 42.56.230(3)]gmail.com>, Mark Fung <[RCW 42.56.230(3)]hotmail.com>, Maria Callahan <[RCW 42.56.230(3)]gmail.com>

Hi all—

I recommend that we take a look at the bylaws that allows for elections in June. I think it makes sense to propose new leadership nominees and go from there?

Ginny Allemann

[RCW 42.56.230(3)]

[Quoted text hidden]

Stacy Earlywine <stacy.earlywine@gmail.com>

Wed, Apr 25, 2018 at 6:49 PM

To: Virginia Allemann <[RCW 42.56.230(3)]comcast.net>

Cc: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>, LaChrista Borgers <[RCW 42.56.230(3)]gmail.com>, Mark Fung <[RCW 42.56.230(3)]hotmail.com>, Maria Callahan <[RCW 42.56.230(3)]gmail.com>

We're on it!

Sent from my iPhone

[Quoted text hidden]

Stacy Earlywine <stacy.earlywine@gmail.com>

Wed, Apr 25, 2018 at 7:02 PM

Borgers emails

48

To: Virginia Allemann <RCW 42.56.230(3)comcast.net>
Cc: Lisa Calvert <RCW 42.56.230(3)outlook.com>, LaChrista Borgers <RCW 42.56.230(3)gmail.com>, Mark Fung <RCW 42.56.230(3)hotmail.com>, Maria Callahan <RCW 42.56.230(3)gmail.com>

What happened downtown?!

Sent from my iPhone

> On Apr 25, 2018, at 6:38 PM, Virginia Allemann <RCW 42.56.230(3)comcast.net> wrote:
>

[Quoted text hidden]

Lisa Calvert <RCW 42.56.230(3)outlook.com> Wed, Apr 25, 2018 at 7:12 PM
To: Virginia Allemann <RCW 42.56.230(3)comcast.net>, Stacy Earlywine <stacy.earlywine@gmail.com>
Cc: LaChrista Borgers <RCW 42.56.230(3)gmail.com>, Mark Fung <RCW 42.56.230(3)hotmail.com>, Maria Callahan <RCW 42.56.230(3)gmail.com>

Meh. 2 hours
We stayed on message. We did not get much in return. We didn't get eaten alive. We'll see.


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From: Stacy Earlywine <stacy.earlywine@gmail.com>
Sent: Wednesday, April 25, 2018 7:02:17 PM
To: Virginia Allemann
Cc: Lisa Calvert; LaChrista Borgers; Mark Fung; Maria Callahan
Subject: Re: new site council leadership

[Quoted text hidden]

LaChrista Borgers <RCW 42.56.230(3)gmail.com> Wed, Apr 25, 2018 at 8:10 PM
To: Ginny Allemann <RCW 42.56.230(3)comcast.net>
Cc: Stacy Earlywine <stacy.earlywine@gmail.com>, Lisa Calvert <RCW 42.56.230(3)outlook.com>, Mark Fung <RCW 42.56.230(3)hotmail.com>, Maria Callahan <RCW 42.56.230(3)gmail.com>

Bylaws!
[Quoted text hidden]

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149K

Re: next steps

Stacy Earlywine <stacylynn12@yahoo.com>

Thu 5/10/2018 1:39 PM

To: Lisa Calvert <RCW 42.56.230(3)outlook.com>;

Cc: LaChrista Borgers <RCW 42.56.230@gmail.com>; Ginny Allemann <RCW 42.56.230(3)gmail.com>; Liz McCormack <l.mccormack@comcast.net>; Mari Brockhaus <mbrockhaus@yahoo.com>; Maria Callahan <RCW 42.56.230(3)gmail.com>;

Thanks for the thoughts. I doubt I will be included in this meeting but I hope to be kept in the loop. I will continue to do what I can to move things along.

As an FYI, there is a team of parents who are still working on following up on the district side of things. This is the outline for their next steps.

Key next steps for the Hiring Audit Corrective Action Plan (CAP) for Principals

- Crystalize Thornton Creek asks of the Audit group in their ongoing Corrective Action Plan (CAP) for Hiring practices for Principals
- Determine the follow up plan with our asks
- Get access to their on going quarterly update to the Corrective Action Plan (CAP)
- Check each report and follow up within 1 week

Key steps for the SPS Ethics and Whistleblower Program

- Determine and document Ethics violations we believe occurred in the hiring process
- Most like violations (from their website) are:
 - Conflicts of Interest
 - Use of Confidential Information
 - Retaliation is Prohibited
- Discuss best way(s) to share information about the program
- Determine immediate/near term next steps

Stacy Earlywine

www.lustingforwander.wordpress.com

On May 9, 2018, at 10:48 PM, Lisa Calvert <RCW 42.56.230(3)outlook.com> wrote:

word of the day/week/rest of year: transparency

Evan asked John to not enable the subject to be discussed at the meeting, and instead to have a private, mediated meeting between BLT and site council leadership. We are requesting all site council chairs and broader staff representation. Mediation and agenda is under discussion. What this does not address is the involvement of the larger parent community.

I think it is fair to say that we continue to expect bylaws to be followed. The specifics of how that will happen is not yet clear. And, how information will be disseminated to the larger parent community is also unclear. I would think that would be an element of this meeting when it happens, because transparency for everyone is essential.

Lisa

From: Stacy Earlywine <stacylynn12@yahoo.com>**Sent:** Wednesday, May 9, 2018 10:04 PM**To:** LaChrista Borgers; Lisa Calvert; Ginny Allemann; Liz McCormack; Mari Brockhaus; Maria Callahan**Subject:** next steps

Hi all,

I don't know how the decision was made to table the conversation last night or who made it and I've gone back and forth all day as to whether or not that was a good idea but I suppose that's neither here nor there.

Evan told me today that she has called and emailed Concie about setting up a meeting and I believe some staff were cc'd on that email? The question that comes to mind is: What is the desired outcome of a meeting?

I'm reaching out because I can't see any clear path forward or actionable steps for me. The call for the meeting seems to be between site council leaders and staff. I don't know if any other parents will be invited to participate. On paper, I have no official role whatsoever. But I sure feel knee deep in it all! (Waist deep? Over my head? ;)

Please let me know how I can help. I'm invested in continuing to support our community through this, I'm just at a loss for what to do.
Stacy

Stacy Earlywine

www.lustingforwander.wordpress.com

Re: Inquiring minds part 2

Stacy Earlywine <stacy.earlywine@gmail.com>

Mon 5/7/2018 3:16 PM

To: Liz McCormack <l.mccormack@comcast.net>;

Cc: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>; Lisa Calvert <RCW 42.56.230(3)outlook.com>; Mardi Brekke <mardib@live.com>; Lissa Armato <lissama@gmail.com>; Ginny Allemann <RCW 42.56.230(3)gmail.com>; Mari Brockhaus <mbbrockhaus@yahoo.com>;

Shall I discuss this with her?

Sent from my iPhone

On May 7, 2018, at 3:05 PM, Liz McCormack <l.mccormack@comcast.net> wrote:

Talking now about bylaws and that they must be followed. We also think we might need a moderator tomorrow night.

Sent from my iPhone

On May 7, 2018, at 2:57 PM, Stacy Earlywine <stacy.earlywine@gmail.com> wrote:

3:30.

I'll keep you posted!

Sent from my iPhone

On May 7, 2018, at 1:49 PM, Liz McCormack <l.mccormack@comcast.net> wrote:

We are meeting after school. When are you meeting? Not sure what Evan's "truth" is. How bazaar!

Sent from my iPhone

On May 7, 2018, at 11:41 AM, Stacy Earlywine <stacy.earlywine@gmail.com> wrote:

Well, Looks like she beat me to it.

"Lastly, some information was brought to my attention over the weekend, and I really think it's time for the truth to come out. I'd like to meet for a conversation if you're up for it."

(From Evan)

Please let me know any thoughts before I chat with her. Not sure when that will be.

S

Sent from my iPhone

On May 7, 2018, at 8:39 AM, Cathy Reidy Liermann <cathyreidyliermann@gmail.com> wrote:

Just caught up on this thread, and I agree with Stacy. Full support of Liz's sentiments, minus the bit about switching to PTA. That could be interpreted as a slap in the face to parents that are supporting teachers and who put their heart, soul and endless hours into TC; I don't think we want to add any risk of alienating folks.

I have not seen the email from parent about bylaws, so I can't comment on the traction s/he might get with it.

I had volunteered to be the fall-guy tomorrow night by raising the topic of needing to change leadership, regardless of bylaws. That said, it is getting harder and harder to act as if our tribe of parents is operating independently of staff influence. At some point (tomorrow night?) staff need to say if they're united in wanting change; sounds like Liz agrees. Then we parents can voice support of that.

Let me know how/if I can be of service!

Cathy

On Mon, May 7, 2018 at 6:46 AM, Stacy Earlywine <stacy.earlywine@gmail.com> wrote:

Oh wow, a call about bullying? Ok... I agree with Liz. The bylaws debate is just a work around for the real issue which is the lack of trust and communication. Cutting to the chase is most in line with our internal adult code of conduct. It's just a shame that Evan has been unwilling to meet with teachers as this could have been discussed in a smaller more intimate setting and possible some trust regained.

Regarding switching to a PTA, I really think that discussion should be tabled. I really like our site council model and I don't think we should let this current situation determine our long term course of action. If when things are stable we want to discuss this, fine. My two cents.

Stacy

On May 7, 2018, at 6:14 AM, Liz McCormack <l.mccormack@comcast.net> wrote:

We will meet after school today. Mari and I will work out a statement (with staff support) (or just from us and staff present at meeting can chime in). In my mind it is straight forward. Given the lack of trust on both sides and given the change in administrative leadership at our school, we need a change in site council leadership. It makes the most sense to cut to the chase and not debate it from a revise or not revise bylaws. That will get tossed into the discussion but it is secondary to the lack of trust issue.

Mari was wondering how folks feel about disbanding the site council and going to PTA model with parent representatives as non-voting members on BLT. I believe this is the model of every other school in the district. I think it is something to consider and it would certainly simplify things.

Liz

Sent from my iPhone

On May 6, 2018, at 9:57 PM, Stacy Earlywine <stacy.earlywine@gmail.com> wrote:

Ok so I just read the email from the parent that Lisa is referencing. I'm on that bylaws group list for some reason. I know who she is but don't know her well nor do I know what camp she's in. She's obviously spent time with the bylaws and she will gain traction with her position if she presents it to a larger audience... that being that there be a suspension of any voting until revisions can be made.

On May 6, 2018, at 9:50 PM, Stacy Earlywine <stacy.earlywine@gmail.com> wrote:

Hi all,

Here is my Sunday night brain dump.

The bylaws must be upheld! They are certainly not "so unclear". Who is this person? Ugh! I hope John will support that.

The only reason folks would make a stink about not following bylaws is because the motive is clear... to get E and C out of office. I'm concerned that we are not facing this problem head on, with honesty. I wish teachers could just come out and say that they would like for them to step down. I would advocate for parents to do this too but we are just not unified in this way so that wouldn't work. That said, I get that it's not that easy.

I don't see how we could feasibly consider tending to revisions in bylaws at this point. They simply must stand as is until things stabilize and then we can tackle revisions.

I'm a little bit frustrated with fence mending. Again, I understand and appreciate the positivity but where is the face to face meeting where all the concerns and complaints (in both directions) are brought up and addressed? How can we mend fences when everything is still just a big white elephant in the room?

Why has Evan still refused to meet with teachers? Let me add that I talked with Evan for a long time last night. Not about site council, just about life. I really do like her so this is not personal in any way. I just still firmly believe that she cannot continue in this role and we certainly can't have C continue. I have less warm fuzzies with regard to her and what seems to be ongoing information leaking to Helen.

As far as the question of what can teachers do to support parents who are advocating moving on with a new slate... good question. I think the best thing any of us can do right now is be honest. We need to stop dancing around the issues and we need to discuss them. We don't have to do it in an unkind way but we must address the elephant which is all the bad feelings between teachers and the current chair/vice. The parents who think they should go feel that way because of how the teachers feel. We are supporting you and what you want. We agree with you but if you were telling us they were fabulous, we wouldn't be trying to stage a coup!!!

I guess the question is... what if we are unsuccessful? Can we live with the two of them for another year? And what then if Christina wants to become chair? Which is not written in the bylaws but has certainly been the unofficial expectation since before I became chair. How hard are we fighting this?

I'm not sure this is helpful in any way but it's what is on my mind.

S

On May 6, 2018, at 7:39 PM, Lisa Calvert <[RCW 42.56.230\(3\)@outlook.com](mailto:RCW 42.56.230(3)@outlook.com)> wrote:

Hi all,

I've been tasked with finding out if there is any sort of plan of action for Tuesday night.

Back at the ranch, Liz and Mari are in the middle of an email back-and-forth about the bylaws. One parent, new person to me, is contending that the bylaws are so unclear that everything has to be put on hold until they can be revised, under current leadership. Staff - those involved right now - are advocating for moving forward with bylaws as they are, and looking at them with new principal, new leadership and more time in the fall. Some of us would like to ask John to take a firm position about upholding bylaws.

Meanwhile, LaChrista has been tasked with making some sort of fence-mending statement on Tuesday. We're trying to figure out how this will all fit together on Tuesday.

Liz is planning to contact Evan to ask for the agenda for Tuesday night. What can staff best do to support parents who are advocating for moving on with a new site council slate? I think there will be plenty of new staff voices, not just the same people, but it would be good if we all knew what to expect.

Lisa

Re: SC planning mtg

mardi brekke <mardib@live.com>

Sun 5/6/2018 10:40 PM

To: Stacy Earlywine <stacylynn12@yahoo.com>;

Cc: Cathy Reidy Liermann <cathyreidyliermann@gmail.com>; Ginny Allemann <[RCW 42.56.230(3)]comcast.net>; Lisa Calvert <[RCW 42.56.230(3)]outlook.com>;

No - I haven't seen any reply. Any thoughts on what to do? Should I send another email tomorrow?

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From: Stacy Earlywine <stacylynn12@yahoo.com>
Sent: Sunday, May 6, 2018 10:02:03 PM
To: Mardi Brekke
Cc: Cathy Reidy Liermann; Ginny Allemann; Lisa Calvert
Subject: Re: SC planning mtg

Mardi was there ever any follow up/response from anyone on this thread?

Stacy Earlywine

www.lustingforwander.wordpress.com

On May 4, 2018, at 1:25 PM, mardi brekke <mardib@live.com> wrote:

Jfyi

From: mardi brekke
Sent: Friday, May 4, 2018 12:48 PM
To: 'Borgers, LaChrista A' <laborgers@seattleschools.org>; Robin Belz <robinbelz@gmail.com>; Evan Briggs (Earl) <evanybriggs@gmail.com>; Christina Ellis <penellis@gmail.com>; Cassie Condon <cassie.condon@hotmail.com>; lissa armato <lissama@gmail.com>
Cc: Bailey, Kristin <klbailey@seattleschools.org>; Miner, John <jminer@seattleschools.org>; jonathan.gasbar@highlineschools.org
Subject: RE: SC planning mtg

Thanks for the notes LaChrista –

I'm not sure how to bring up a sensitive topic but I'd rather do it here first than have it brought up at site council on Tues evening. There are at least 4 parents that I know of that have expressed a desire to be site council chair next year which means we need to address elections and voting. One thought would be to have a facilitator come to the meeting on Tuesday and facilitate a discussion of what that would look like for our community. Thoughts?

From: Borgers, LaChrista A <laborgers@seattleschools.org>
Sent: Thursday, May 3, 2018 12:22 PM
To: Robin Belz <robinbelz@gmail.com>; Evan Briggs (Earl) <evanybriggs@gmail.com>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Cassie Condon <cassie.condon@hotmail.com>; lissa armato <lissama@gmail.com>
Cc: Bailey, Kristin <klbailey@seattleschools.org>; Miner, John <jminer@seattleschools.org>
Subject: SC planning mtg

Greetings, Site Council!

Thank you for being flexible about scheduling the planning meeting this morning. I'm attaching the notes I took.

Action items:

- Lissa Armato: manage creation of email distribution lists
- Evan: draft letter to staff, LC will distribute
- Evan: draft letter to community
- Evan and LC: prepare statements for 5/8 Site Council meeting
- Christina: share HIP dates and info
- LC: pitch dates to BLT for retreat

See y'all on Saturday!

LC

Re: Site council meeting with Jonathan on Monday

Lisa Calvert

Sat 4/28/2018 10:43 AM

To: mardi brekke <mardib@outlook.com>;

sigh. John...

From: mardi brekke <mardib@outlook.com>
Sent: Saturday, April 28, 2018 10:15 AM
To: Ginny Allemann; Lisa Calvert
Subject: Fwd: Site council meeting with Jonathan on Monday

Please don't forward this thread but i think it's important to see the communication between John and Evan

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From: Evan Briggs <evanybriggs@gmail.com>
Sent: Friday, April 27, 2018 9:14 AM
Subject: Re: Site council meeting with Jonathan on Monday
To: Cassie Condon <cassie.condon@hotmail.com>
Cc: Mardi Brekke-Hutchings <mardib@microsoft.com>, Christina Ellis <penellis@gmail.com>, John Miner <jminer@seattleschools.org>

Yes- I think there will be coffee! :) And re: the other questions, I've CC'd John here so he can answer them, because I am unaware of the agenda.

On Fri, Apr 27, 2018 at 8:59 AM, Cassie Condon <cassie.condon@hotmail.com> wrote:

Ok, on it. I have a few questions I know will come up... let me know if there is someone in the office you want me to contact to find out this info too.

Are kids allowed? Is it like starting at 7am he's there and people say hello, or is it going to be a thing at 7am there is an 'event' where someone will start talking? Most importantly is there coffee ☺

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From: Evan Briggs <evanybriggs@gmail.com>
Sent: Friday, April 27, 2018 8:26:02 AM
To: Cassie Condon
Cc: Mardi Brekke-Hutchings; Christina Ellis
Subject: Re: Site council meeting with Jonathan on Monday

OK, just heard back from John. The welcome coffee at 7am Monday is hosted by Site Council and staff and all parents are welcome and encouraged to attend- so let's get it out on Fb ASAP. Let's also be sure to note in the announcement that an evening meet and greet will be scheduled soon so people who can't make the morning event know there will be another opportunity.
Thank you guys!

On Fri, Apr 27, 2018 at 8:15 AM, Evan Briggs <evanybriggs@gmail.com> wrote:

Hi all,

I don't have clear info yet. I stopped by John's office yesterday afternoon to get on the same page about this, and then got an email this morning about a welcome coffee at 7am Monday hosted by site council and staff- which sounds great, but was also the first time I was hearing anything about it. I wrote back to John confirming that parents in general are welcome to attend, and will let you know what I hear. Let's hold off announcing anything until we know for sure the coffee is open to the general public. I will update ASAP. In any case, Christina and I will also work with Jon to schedule an evening meet and greet for parents who can't make it in the morning. Stay tuned....

Evan

On Thu, Apr 26, 2018 at 8:37 PM, Cassie Condon <cassie.condon@hotmail.com> wrote:

It would be great if it's happening that fast!

If there is a meeting Monday, I need to get my schedule cleared for it whether its Site Council leadership or the whole community.

Evan, can you share some details so I can get comms together in either case?

From: Mardi Brekke-Hutchings <mardib@microsoft.com>

Sent: Thursday, April 26, 2018 4:17:47 PM

To: Evan Briggs; Christina Ellis; Cassie Condon

Subject: Site council meeting with Jonathan on Monday

Hey - Parents are asking me about a meeting on Monday with Jonathan. Do we need to get comms out?

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www.thegrowingseasonfilm.com

Re: Monday?

Lisa Calvert

Sat 4/28/2018 10:42 AM

To: mardi brekke <mardib@live.com>;

Thanks. I'll check out thread. It's just a little frustrating - we were bringing coffee and snacks for staff so we could meet the guy but now we'll likely be managing our kids instead. I removed my initial facebook post, which I made because that was not at all what the BLT had planned. See you Monday morning!

Lisa

From: mardi brekke <mardib@live.com>
Sent: Saturday, April 28, 2018 10:20 AM
To: Lisa Calvert; cassie.condon@hotmail.com
Subject: Re: Monday?

Hi Lisa - I just fwd you a separate thread that shows the direct communication between Evan and John about coffee with Jonathan Monday morning.

I don't worry about overwhelming him. The school he's at now is over 700 kids. I believe parents are making "welcoming" signs. I'm confident the coffee will be a positive experience.

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From: Lisa Calvert <RCW 42.56.230(3)hotmail.com>
Sent: Friday, April 27, 2018 10:06:32 PM
To: mardi brekke; cassie.condon@hotmail.com
Subject: Monday?

Checking in. kind of panicked when I saw the facebook invite for Monday a.m. The coffee John invited Jonathan too was to meet staff and any site cou col cmtee folks who could come by. We weren't thinking of the whole school community...not for exclusiveness but rather prep plus totally overwhelming the guy. Are people sure John changed it to whole school community?

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Re: thoughts on "principals corner" blurb

Lisa Calvert

Fri 4/27/2018 1:25 PM

To: mardi brekke <mardib@live.com>;

but love the principals corner announcement. Perfect.

L

From: mardi brekke <mardib@live.com>
Sent: Friday, April 27, 2018 11:58 AM
To: Lisa Calvert; Ginny Allemann
Subject: FW: thoughts on "principals corner" blurb

Jfyi – on what I just sent to john. I was also able to connect with him by phone this morning so it's not out of the blue and my sense was that he's willing to send something similar to what we wrote below. We feel that checks the box for meeting the 5/1 deadline of posting positions and communicating to the community, Can you send me a pointer to the BLT bylaws so it's not just a site council thing?

From: Mardi Brekke-Hutchings
Sent: Friday, April 27, 2018 11:55 AM
To: Miner, John <jminer@seattleschools.org>
Cc: Cassie Condon <cassie.condon@hotmail.com>
Subject: thoughts on "principals corner" blurb

Hi John – Cassie and I connected this morning with others from our committees and thought it would be helpful for you to communicate to the entire community the need to “tighten up” process, following bylaws, etc. we're under a bit of a time crunch as new site council positions need to be communicated to the entire community by 5/1. Thanks – feel free to reach out if you have any question. I also need to find a link to the BLT bylaws but asking some of the staff representatives.

Thanks, Mardi and Cassie

Principal's Corner:

In order to set the next TC generation up for success, I recommend that as a community our Building Leadership Team (BLT), Site Council and Thornton Creek Parent Group (TCPG) each move towards consistency with governing bylaws. Until now we've been able to get by with informal processes, but it's harder to do that as we've doubled in size in the past five years. The BLT includes one parent representative, and our Site Council consists of both parent and staff representatives. The TCPG is fundraising for the school community. The BLT bylaws can be found here, Site Council/TCPG bylaws can be found on the [TC website](#). Please take time

to review position descriptions and consider how you might best volunteer your skills to keep our community thriving. If you or someone you know is interested in a seat on Site Council, positions are described here and nominations should be made by June 1st. Please spread the word – we want to hear your voice!

Re: question

Lisa Calvert

Sun 4/22/2018 6:27 PM

To: Stacy Earlywine <stacylynn12@yahoo.com>;

So says our union rep. Ginny and I are pretty open but we have a lot of years of tenure; not everyone feels as comfortable.

I wonder about saying something like: when provided the opportunity to present their concerns about process, the staff on the committee were subject to demeaning and unprofessional behavior by the Exec Dir, and though they have been advised that they are within their rights to share specifics, are feeling intimidated enough by the process to be nervous about doing so.

Lisa

From: Stacy Earlywine <stacylynn12@yahoo.com>

Sent: Sunday, April 22, 2018 6:20 PM

To: Lisa Calvert

Cc: Mardi Brekke; Anna Marshall

Subject: question

So, is it ok to talk frankly about Helen's behavior and actions?

Stacy Earlywine

www.lustingforwander.wordpress.com

Re: Need input ASAP

Lisa Calvert

Sun 4/22/2018 3:24 PM

To: mardi brekke <mardib@live.com>;

No maybe not the right term then.

Just reading the PASS contract. For the first three years, "New School Leaders" are evaluated on a comprehensive (more thorough, more areas) cycle. After that, experienced leaders only have a comprehensive evaluation every four years. A new school leader who is not "fully proficient" at the end of year 3 can be non-renewed. The process for non-renewal is more complex after that. Kristin is already in her sixth year as a "school leader" so she is not as vulnerable.

One more thing, after our conversation today -- ALL confidentiality rules regarding the actual interview of candidates remain in place. I can't talk about any of what happened in the interview to you. (But we can to the higher-ups we will be meeting with. I can't tell you if we voted or what we think about that. I can't tell you what we asked or what we discussed. But Mike's letter about why this guy is the right one for TC speaks for itself in terms of not relating in any way to our look-fors.

However, I can tell you that after we asked for a meeting to discuss the process, Helen publicly accused the five of us of breaching confidentiality and somehow using this information to retaliate against children; she provided no evidence for this, none whatsoever. She suggested that we had tried to plot to have Kristin appointed and had responded with this behavior when we were unsuccessful.

Throughout the meeting where we were presenting our concerns she rolled her eyes, whispered to her neighbor, giggled and was generally inappropriate. She also yelled at us and at our union representative to try and get us to not begin the meeting with our concerns. She was shockingly unprofessional. We have grave concerns about her making decisions about our program.

Lisa

From: mardi brekke <mardib@live.com>

Sent: Sunday, April 22, 2018 3:01 PM

To: Lisa Calvert; Stacy Earlywine; LaChrista Borgers; Ginny Allemann; Anna Marshall; Cassie Condon; Cathy Reidy Liermann

Subject: RE: Need input ASAP

One additional question -

I think I misunderstood what a "provisional" hire is. I thought it was someone who would be hired on a temporary basis – but now after searching the sps website – I think it's someone

that doesn't have the required credentials so they are being hired with the understanding that they will complete the credentials within a certain timeframe. Does anyone know for sure?

From: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>
Sent: Sunday, April 22, 2018 2:25 PM
To: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>; Stacy Earlywine <stacylynn12@yahoo.com>; LaChrista Borgers <[RCW 42.56.230(3)]gmail.com>; Ginny Allemann <[RCW 42.56.230(3)]comcast.net>; Mardi Brekke <mardib@live.com>; Anna Marshall <anna@sunshineslowdown.com>; Cassie Condon <cassie.condon@hotmail.com>; Cathy Reidy Liermann <cathyreidyliermann@gmail.com>
Subject: Re: Need input ASAP

Again after further conversations -

-Helen has not spent more than 50 minutes at TC. She does not know the school. She did not do a walk through.

At Greenwood, the E.D. spent a day at Greenwood getting to know the school. He held a parent (and student!) meeting to discuss leadership needs, and met with staff. He made sure he really knew the community.

At Bryant, they were allowed to contribute questions to the process. Am trying to get more info on bryant process.

Based on evidence from SSD right now and Helen's history and line of questioning in particular, first way she is likely to push TC is for us to do the new CCC language arts curriculum with fidelity. This is being pushed back against district wide because - if you did it daily as it is written - it lacks rigor and is dull and repetitive. If we are forced to teach it with fidelity, all on the same lesson on the same day, we cannot continue to do expeditions. It would be impossible.

We also need administrative support to continue to waive the district's math curriculum. We arrived where we are now after extensive research, discussion, and lining up curriculum with our beliefs and with standards.

Per creative approach, we should be able to choose alternative curriculum. However, it requires an administrators support for evaluative and financial reasons. Having someone make us toe the district line is a real threat to the program.

Lisa

From: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>
Sent: Sunday, April 22, 2018 1:45 PM
To: Stacy Earlywine; LaChrista Borgers; Ginny Allemann; Mardi Brekke; Anna Marshall; Cassie Condon; Cathy Reidy Liermann
Subject: Re: Need input ASAP

Just want to make sure to keep attention on this letter, not only the missing parts, compared to Bryant, and 54.00, but the parts that are there. See highlights. I would think one would infer

that any candidate put forward from interviews would need to be a better fit than the one that could have been promoted.

From: Seattle Public Schools <eds@seattleschools.org>

Sent: Friday, March 9, 2018 6:05 PM

To: Calvert, Lisa

Subject: Thornton Creek leadership hiring process

Dear Thornton Creek Community,

Looking forward, we are beginning the process of selecting the next principal for Thornton Creek Elementary for the 2018 – 2019 school year. The principal selection process is a great opportunity for the whole community to revisit priorities, values and hopes as they participate in the selection of a new principal. This letter articulates Seattle Public Schools' hiring process for principals as well as the specific timeline for your school's hiring process.

The Seattle Public Schools Principal Hiring Process

The following are the guidelines Seattle Public Schools uses when hiring for a principal:

- The Superintendent has hiring authority at all times and may appoint or move a principal (or assistant principal) at any time.
- Per the Principals' Association Collective Bargaining Agreement, we consider the interest of principals and assistant principals for horizontal or vertical movement. The Chief of Schools reviews the requests and can make recommendations to the Superintendent if the person is a strong fit for the school.
- If the Superintendent does not make an appointment or approve a transfer, Human Resources posts the position to candidates in our principal leadership pool. Internal and external applicants apply to be in the principal pool starting in January. From there, the school's Executive Director of Schools works with the school's Building Leadership Team (BLT) to form a hiring team that screens applications, interviews candidates and recommends their top 2-3 candidates to the superintendent. The superintendent then makes the final decision. Hiring teams typically consist of the following:
 - **Elementary School** – one primary teacher, one secondary teacher, two parents, one specialist (SPED, ELL, PE, Art, etc.), the administrative secretary or a classified representative, 1-2 school or central office administrators, and one to two executive directors. The total would be 9-10 members on the team.
 - **Secondary School** – three core instruction teachers (or two core teachers and one specialist), three parents/guardians or community representatives, the administrative secretary or a classified representative, one instructional assistant, 1-2 school or central office administrators, and 1-2 executive directors. The total would be 11 or 12 members on a team.
- There are times where the Superintendent will recommend a candidate be

hired with an “interim” status. This usually takes place when a position has not filled by a specific date, usually in mid to late August, or a position comes open after the student school year has started.

The Timeline for Hiring a Principal for Thornton Creek Elementary

We are moving to open hiring for Thornton Creek Elementary. The following is the approximate timeline:

- Mid-February: We will post the principal position for applicants who have been screened into the SPS principal pool.
- Late February/ Early March: Helen Joung, Executive Director of Schools, will work with the staff and community to determine desired characteristics of the new principal.
- Early March: Helen will work with the Building Leadership Team (BLT) to form a formal interview team made up of staff and families.
- Mid-March: The interview team will select candidates to interview, interview those candidates and then select 2-3 finalists. The superintendent will interview the finalists, make the final decision and announce the new principal to the community.

We are looking for parents who are interested in serving on the interview team who represent the diversity of our school community. If you are interested in being considered for the interview team, please contact **Alex Taylor** at abtaylor@seattleschools.org who will share your names with the Building Leadership Team.

Sincerely,

Mike Starosky, Ed.D.

Chief of Schools, Assistant Superintendent



Re: board policy

mardi brekke <mardib@live.com>

Thu 4/19/2018 8:19 PM

To: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>;

Ok great

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From: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>
Sent: Thursday, April 19, 2018 6:57:49 PM
To: mardi brekke
Subject: Re: board policy

And the union concurs

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From: mardi brekke <mardib@live.com>
Sent: Thursday, April 19, 2018 5:44:08 PM
To: Lisa Calvert
Subject: Re: board policy

Unfortunately, I don't think this applies to thornton creek as it's for alternative learning schools which are designated as 1. Interagency Academy 2. Cascade Parent Partnership Program 3. Nova Alternative School 4. Middle College.

Are you reading it differently?

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From: Lisa Calvert <[RCW 42.56.230(3)]outlook.com>
Sent: Thursday, April 19, 2018 4:03:17 PM
To: Mardi Brekke
Subject: board policy

attached. It is at the bottom of series 2000.

Re: SC planning mtg

Lisa Calvert

Fri 5/4/2018 8:49 PM

To: mardi brekke <mardib@live.com>;

I appreciate your putting this out there, Mardi. Such a hard thing - I find myself feeling bad, then I remind myself how we got to this place and I'm angry all over again. Ack. But thanks.

Teacher perspective wise, Ginny and I really can't be in front of any kind of unified teacher statement about wanting new leadership. Sounds like there may be new accusations leveled at us again by way of Helen in this regard. We're thinking perhaps a statement regarding the need to be transparent and follow bylaws and procedures - that's what we're aiming for on staff, that's been the work of BLT, that was the goal of the staff hiring committee, and we strongly support that for site council. There has to be a time for us to gather and see if this would work for people and see who would bring it forward. But also waiting to hear from LaChrista re what she is to say at Site Council on Tuesday.

On another note - FERPA

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Lisa

From: mardi brekke <mardib@live.com>
Sent: Friday, May 4, 2018 1:25 PM
To: Cathy Reidy Liermann; Ginny Allemann; Lisa Calvert; stacylynn12@yahoo.com
Subject: FW: SC planning mtg

Jfyi

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Cc: Bailey, Kristin <klbailey@seattleschools.org>; Miner, John <jminer@seattleschools.org>; jonathan.gasbar@highlineschools.org
Subject: RE: SC planning mtg

Thanks for the notes LaChrista –

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To: Robin Belz <robinbelz@gmail.com>; Evan Briggs (Earl) <evanybriggs@gmail.com>; Christina Ellis <penellis@gmail.com>; mardi brekke <mardib@live.com>; Cassie Condon <cassie.condon@hotmail.com>; lissa armato <lissama@gmail.com>

Cc: Bailey, Kristin <klbailey@seattleschools.org>; Miner, John <jminer@seattleschools.org>

Subject: SC planning mtg

Greetings, Site Council!

Thank you for being flexible about scheduling the planning meeting this morning. I'm attaching the notes I took.

Action items:

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- Evan: draft letter to staff, LC will distribute
- Evan: draft letter to community
- Evan and LC: prepare statements for 5/8 Site Council meeting
- Christina: share HIP dates and info
- LC: pitch dates to BLT for retreat

See y'all on Saturday!

LC

Appendix I: Evan's email to Helen

Hi Helen,

We met last month during the new principal hiring process. I'm Chair (along with Christina Ellis) of Thornton Creek's Site Council.

I'm writing because we have a Site Council meeting tonight and I'm anticipating questions from the community regarding the new principal announcement that was made yesterday. Based on some comments I've seen so far on the Facebook page, a few concerns have been raised about the hiring of a principal with so few years of teaching experience, along with a perceived lack of transparency and speed with which the process was carried out.

As I know you are well aware, this experience has been especially challenging and contentious for our community. My hope though is that we can all move into next year with optimism, trust, goodwill and excitement for what lies ahead. As Chair of Site Council, I feel a certain responsibility to help set that tone going forward, so wanted to ask your advice on how best to address some of the questions that may come up at tonight's meeting. I want the community to feel heard in their concerns, while also avoiding a prolonged discussion.

Due to a scheduling conflict, Christina will not be able to attend tonight's meeting, so it will just be me. Any thoughts you have to share would be much appreciated.

Thanks so much,

Evan

Appendix J: Evan's email to Mike

Dear Mike,

I'm the Chair of Thornton Creek's Site Council, and I'm becoming overwhelmed with the situation at our school surrounding the selection of our new principal. As I'm sure you are aware to some extent, this process has been fraught since the start and has escalated to a point that feels truly destructive to our community.

Our staff are extremely distrustful of the district at this point, and that fear is now infecting the parent population as well. I've done my best to be a voice of reason throughout this ordeal, but I feel we've finally reached a critical tipping point and I am genuinely at a loss for how best to proceed given the climate of fear and paranoia that's overtaken our school.

If possible I would like to schedule a time to meet with you, ideally early next week, so that I can share a bit about how this situation is playing out on the ground. We need some serious guidance and intervention.

Many thanks,

Evan